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VOLUME II

AN EVALUATION OF THE
ONTARIO CAREER ACTION PROGRAM

STATISTICAL TABLES AND SUPPORTING DOCUMENTS

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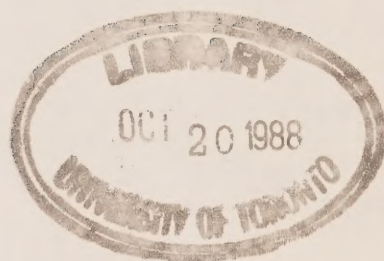
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VOLUME II

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ONTARIO CAREER ACTION PROGRAM

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This study reflects the views
of the authors and not necessarily
those of the Ministry of Colleges
and Universities.



VOLUME II

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STATISTICAL TABLES AND SUPPORTING DOCUMENTS



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PREFACE

The following set of statistical tables represent a summary of the output of our analysis of a database gathered on the OCAP programme for the Manpower Training Branch of the Ministry of Colleges and Universities. The order of these tables follows closely the sequence of discussion of our main report "An Evaluation of the Ontario Career Action Program".

Due to the nature of the research objectives a number of statistical tests (e.g. Chi-square, t-tests, ANOVA, ANOCOVA, F-tests) were conducted at various points throughout the analysis. At the client's request, a confidence level of 95% was established as the cut-off point for acceptance of significant statistical differences.

The reader should note that we have chosen to present the output of certain relationships which did not prove to be statistically significant because of their meaningfulness to the research results. We also chose to include several working tables (e.g. pages 1 to 8) which were not specifically referred to in our main report but which provide interesting information on the characteristics of the samples we selected.

Finally, although the frequency of non-response (e.g. no answer, don't know) is included in each table for the reader's convenience, percentages and statistical tests were calculated after eliminating these data from the analysis.

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1.10

1.1 Sample characteristics

(i) Population definitions

TRAINEES: Young people who applied between November 1979 and May 1980, met the programme's eligibility criteria, and who took a training position for a period not exceeding 16 weeks.

EXITS: Those who applied to OCAP between November 1979 and May 1980, were deemed eligible to participate in the program, but as of January 25, 1981 had not received a training position. Ideally, many of these individuals will have received some preliminary counselling, but this is not an absolute requirement.

NON-CONTACTS: Individuals who contacted an OCAP office between November 1979 and May 1980, met the eligibility criteria, but were never heard from again.

PARTICIPATING

EMPLOYERS: Employers who applied between November 1979 and May 1980 who trained at least one young person for a period not exceeding 16 weeks.

EMPLOYER EXITS: Those employers who applied between November 1979 and May 1980 and who have not participated in the program in any manner as of January 25, 1981.

(ii)

SAMPLE SIZES

		PREDICTED	ACTUAL
YOUTH:	TRAINEES	300	318
	EXITS	150	209
	INELIGIBLES	150	167
	NON-CONTACTS	100	88
EMPLOYERS:	PARTICIPATING	300	331
	EXITS	150	114
TOTAL		<hr/> 1,150	<hr/> 1,227

(ii)

REPRESENTATIVENESS OF SAMPLES

Trainees

A. SEX

	Sample	Actual
Male	33.8	34.1
Female	66.2	65.9

B. AGE

	Sample	Actual
16	4.1	6.6
17	11.9	12.1
18	23.3	20.2
19	20.8	18.5
20	10.1	12.5
21	8.5	10.1
22	9.7	8.1
23	6.9	7.0
24	4.1	4.9

C. EDUCATION

	Sample	Actual
8	1.6	2.8
9	5.7	6.8
10	16.7	16.4
11	14.8	13.9
12	35.3	33.9
13	16.1	5.1
more than 13	9.8	21.3

D. LENGTH OF CONTRACT

	Sample	Actual
1 or less	1.6	3.0
2	2.2	4.5
3	1.3	3.9
4	2.9	3.8
5	0.3	3.5
6	4.5	3.5
7	1.9	3.0
8	5.7	4.5
9	1.0	3.5
10	5.1	4.7
11	1.6	3.0
12	18.2	12.7
13	1.0	4.0
14	1.9	2.8
15	0.6	2.0
16	50.3	35.7

E. POST-OCAP EMPLOYMENT STATUS

	Sample	Actual
Employed full-time with OCAP Trainer	20.5	39.4
Employed elsewhere full-time	37.9	32.3
Not employed full-time	41.6	28.3

F. REGION

	Sample	Actual
South-East	19.5	22.4
South-West	32.4	33.6
North	19.2	16.6
Metro-Toronto	28.9	27.4

G. OCCUPATION

	Sample	Actual
Managerial	5.1	3.5
Engineering	1.3	1.7
Social Sciences	1.6	2.4
Religion	0.0	0.0
Teaching	2.3	2.2
Medicine	1.9	2.0
Artistic	6.8	5.2
Recreation	0.6	0.9
Clerical	36.0	34.2
Sales	8.7	9.1
Service	13.5	11.5
Farming, etc.	0.0	1.7
Fishing/Hunting	0.0	0.2
Forestry	0.0	0.4
Mining	0.0	0.0
Processing	2.6	2.8
Machining	2.6	3.3
Fabricating	9.6	8.5
Construction	3.2	3.3
Transport	0.6	0.8
Handling	1.0	1.3
Operating/Other Crafts	1.0	2.3
Other	1.6	0.2

PARTICIPATING EMPLOYERS

A. REGION

	Sample	Actual
South-East	17.5	22.4
South-West	26.6	31.1
North	22.1	18.7
Metro Toronto	33.8	25.8

B. SIC CODE

	Sample	Actual
Agriculture	0.6	1.3
Forestry	0.3	0.8
Fishing/Trapping	0.3	0.5
Mining	0.3	0.1
Manufacturing	14.6	16.6
Construction	1.8	3.3
Transport/Communications	2.1	3.1
Trade (wholesale/retail)	26.8	23.0
Finance/Insurance/ Real Estate	6.4	5.1
Community/Business/ Personal Services	47.7	40.1
Public Admin. and Defence	0.9	5.7
Other	0.0	0.2

C. OCCUPATION OF TRAINING POSITION

	Sample	Actual
Managerial	5.8	3.5
Engineering	1.2	1.7
Social Services	0.0	2.4
Religion	0.0	0.0
Teaching	1.8	2.2
Medicine	1.5	2.0
Artistic	4.2	5.2
Recreation	0.9	0.9
Clerical	39.4	34.2
Sales	8.2	9.1
Service	15.5	11.5
Farming	0.6	1.7
Fishing/Hunting	0.0	0.2
Forestry	0.0	0.4
Mining	0.0	0.0
Processing	1.5	2.8
Machinery	1.2	3.3
Fabricating	11.2	8.5
Construction	1.2	3.3
Transport	1.2	0.8
Handling	1.5	1.3
Operating/Other Crafts	1.5	2.3
Other	1.5	0.2

1.2 YOUTH - CHARACTERISTICS OF GROUPS SAMPLED

TABLE 1

LENGTH OF UNEMPLOYMENT PERIOD
PRIOR TO APPLYING TO OCAP
(No significant statistical differences across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
3 months or less	144	46.5	86	44.0	36	43.9
4 months	38	12.3	22	11.3	9	11.0
5 months	20	6.4	15	7.7	2	2.4
6 months	41	13.2	32	16.4	7	8.5
more than 6 months	67	21.6	40	20.5	28	34.1
don't know/no answer	8	---	14	---	6	---
TOTAL	318	100.0	209	100.0	88	100.0
Mean (months)	5.3		5.5		5.9	

TABLE 2

NUMBER OF JOB APPLICATIONS
(No significant differences across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
none	24	8.6	17	9.6	4	5.5
1 - 4	36	12.9	25	14.1	9	12.3
5 - 8	42	15.1	22	12.4	7	9.6
9 - 12	39	14.0	21	11.9	7	9.6
13 - 20	48	17.2	42	23.7	22	30.1
21 - 30	32	11.5	21	11.9	10	13.7
31 - 50	30	10.8	10	5.6	11	15.1
more than 50	28	10.0	19	10.7	3	4.1
don't know/no answer	39	---	32	---	15	---
TOTAL	318	100.0	209	100.0	88	100.0
Mean	22.8		21.5		20.5	

TABLE 3

AGE
(Significant differences across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Less than 16	1	0.3	3	1.4	0	0.0
16	13	4.1	18	8.7	15	17.0
17	38	11.9	32	15.4	17	19.3
18	74	23.3	41	19.7	23	26.1
19	66	20.8	44	21.2	8	9.1
20	32	10.1	19	9.1	10	11.4
21	27	8.5	16	7.7	5	5.7
22	31	9.7	15	7.2	4	4.5
23	22	6.9	12	5.8	5	5.7
24	14	4.4	8	3.9	1	1.1
no answer	0	---	1	---	0	---
TOTAL	318	100.0	209	100.0	88	100.0
Mean	19.5		19.1		18.5	

TABLE 4

EDUCATION (In Years)
(Significant differences across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
8 or less	5	1.6	9	4.3	7	8.0
9	18	5.7	24	11.5	6	6.8
10	53	16.7	43	20.7	23	26.1
11	47	14.8	38	18.3	15	17.0
12	112	35.3	63	30.3	28	31.8
13	51	16.1	18	8.7	7	8.0
14	11	3.5	3	1.4	1	1.1
15	4	1.3	4	1.9	1	1.1
16	4	1.3	2	1.0	0	0.0
17 or more	12	3.8	4	1.9	0	0.0
no answer	1	---	1	---	0	---
TOTAL	318	100.0	209	100.0	88	100.0
Mean	11.8		11.2		10.9	

TABLE 5

MEANS OF SUPPORT
(No significant difference across groups)

(Multiple answers were accepted, therefore column-
totals exceed group sample sizes)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Family/friends	208	60.3	128	59.0	68	75.6
Part-time employment	46	13.3	31	14.3	8	8.9
UIC benefits	34	9.9	25	11.5	5	5.6
Savings	26	7.5	18	8.3	5	5.6
Full-time employment	21	6.1	7	3.2	2	2.2
Welfare	6	1.7	7	3.2	2	2.2
Student grant	3	0.9	1	0.5	0	0.0
Mother's allowance	1	0.3	0	0.0	0	0.0
TOTAL	345	100.0	217	100.0	90	100.0

TABLE 6

WHERE THEY WERE LIVING
(No significant difference across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
With parents	245	77.5	164	78.5	72	81.8
With spouse	28	8.9	19	9.1	3	3.4
On own	27	8.5	18	8.6	9	10.2
With friends	13	4.1	7	3.3	3	3.4
Other	3	0.9	1	0.5	1	1.1
No answer	2	---	0	---	0	---
TOTAL	318	100.0	209	100.0	88	100.0

TABLE 7

SEX
(No significant difference across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Male	106	33.8	75	36.2	39	44.3
Female	208	66.2	132	63.8	49	55.7
Not recorded	4	---	2	---	0	---
	---	---	---	---	---	---
TOTAL	318	100.0	209	100.0	88	100.0

1.3 EMPLOYERS - CHARACTERISTICS OF GROUPS SAMPLED

TABLE 8

USE OF OTHER GOVERNMENT PROGRAMS
(No significant differences across groups)

	Participating Employers		Employer Exits	
	N	%	N	%
Used other programs	111	34.3	41	36.6
Did not use other programs	213	65.7	71	63.4
No answer	7	---	2	---
	---	---	---	---
TOTAL	331	100.0	114	100.0

TABLE 9

HIRED YOUTH WITHOUT OCAP
(No significant differences across groups)

	Participating Employers		Employer Exits	
	N	%	N	%
Yes	218	66.5	71	64.0
No	110	33.5	40	36.0
No answer	3	---	3	---
	---	---	---	---
TOTAL	331	100.0	114	100.0

TABLE 10

TYPE OF INDUSTRY (SIC CODE)
(Significant differences across groups)

	Total		Participating Employers		Employer Exits	
	N	%	N	%	N	%
Community/Business/Personal						
Services	206	46.8	150	45.7	56	49.6
Trade (wholesale/retail)	117	26.6	88	26.8	29	25.7
Manufacturing	61	13.9	48	14.6	13	11.5
Finance/Insurance/Real Estate	25	5.7	21	6.4	4	3.5
Construction	9	2.0	6	1.8	3	2.7
Transport/Communications	8	1.8	7	2.1	1	0.9
Agriculture	7	1.6	2	0.6	5	4.4
Public Admin. and Defence	4	0.9	3	0.9	1	0.9
Forestry	1	0.2	1	0.3	0	0.0
Fishing/Trapping	1	0.2	1	0.3	0	0.0
Mining	1	0.2	1	0.3	0	0.0
No answer	5	---	3	---	2	---
TOTAL	445	100.0	331	100.0	114	100.0

TABLE 11

NUMBER OF EMPLOYEES
(Significant differences across groups)

	Total		Participating Employers		Employer Exits	
	N	%	N	%	N	%
1	56	13.1	38	11.8	18	17.0
2	72	16.8	52	16.1	20	18.9
3	42	9.8	32	9.9	10	9.4
4	42	9.8	33	10.2	9	8.5
5 - 10	90	21.0	76	23.5	14	13.2
11 - 20	53	12.4	38	11.8	15	14.2
21 - 50	38	8.9	28	8.7	10	9.4
more than 50	36	8.4	26	8.0	10	9.4
No answer	16	---	8	---	8	---
TOTAL	445	100.0	331	100.0	114	100.0

1.4 OCAP - EMPLOYMENT EFFECTS

TABLE 12

RELATIONSHIP BETWEEN POST-OCAP
EMPLOYMENT STATUS AND TYPE OF YOUTH
(Significant difference across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Full-time job	185	58.4	75	35.9	30	34.5
Part-time job	38	12.0	27	12.9	13	14.9
No job	94	29.7	107	51.2	44	50.6
No answer	1	---	0	---	1	---
TOTAL	318	100.0	209	100.0	88	100.0

TABLE 13

JOB RELATED TO CAREER THAT INTERESTS YOU MOST?
(Significant differences across group)

(These data are provided by those individuals who indicated they had a full-time job after OCAP in Table 12 above)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Not at all related	27	14.6	27	36.0	18	60.0
Not very related	13	7.0	18	24.0	4	13.3
Somewhat related	51	27.6	10	13.3	2	6.7
Very much related	94	50.8	20	26.7	6	20.0
TOTAL	185	100.0	75	100.0	30	100.0

TABLE 14

LIKELY TO WORK IN THIS JOB ON A LONG-TERM BASIS?
(Significant differences across groups)

(These data are provided by those individuals who indicated they had a full-time job after OCAP in Table 12 above)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Very unlikely	25	13.6	25	34.3	12	40.0
Fairly unlikely	16	8.7	9	12.3	7	23.3
Fairly likely	41	22.3	14	19.2	4	13.3
Very likely	102	55.4	25	34.3	7	23.3
Don't know/No answer	1	---	2	---	0	---
TOTAL	185	100.0	75	100.0	30	100.0

TABLE 15

SATISFACTORY EMPLOYMENT
(i.e. working in career related job and/or they are
likely to work in this job on a long-term basis)
(significant differences across groups)

(These data are provided by those individuals who indicated they had a full-time job after OCAP in Table 12 above)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Unsatisfactory	24	13.0	33	44.0	17	56.7
Indifferent	34	18.4	15	20.0	7	23.3
Satisfactory	127	68.7	27	36.0	6	20.0
TOTAL	185	100.0	75	100.0	30	100.0

1.5 EDUCATION EFFECTS

TABLE 16

RETURNING TO SCHOOL (No significant differences across groups)

(These data are provided by those individuals who indicated they were not employed on a full-time basis in Table 12 above)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Full-time	46	34.9	45	34.1	18	31.6
Part-time	16	12.1	16	12.1	4	7.0
Not returning	70	53.0	71	53.8	35	61.4
Don't know/no answer	0	---	2	---	0	---
TOTAL	132	100.0	134	100.0	57	100.0

TABLE 17

OCAP INFLUENCED DECISION TO RETURN TO SCHOOL (No significant differences between groups)

(These data are provided by individuals who indicated that they were presently attending or planning to attend school on a full-time or part-time basis. Since some of these individuals had full-time jobs, the number reporting below will be greater than the number reporting in Table 16 above.)

	Total		Trainees		Exits	
	N	%	N	%	N	%
Not at all	70	39.6	33	33.7	37	46.8
Not very much	22	12.4	12	12.2	10	12.7
No strong feeling	2	1.1	2	2.0	0	0.0
Somewhat	41	23.2	28	28.6	13	16.5
Very much	42	23.7	23	23.5	19	24.1
Don't know/no answer	35	---	25	---	10	---
TOTAL	212	100.0	123	100.0	89	100.0

1.6 THE VALUE OF OCAP'S TRAINING/WORK EXPERIENCE

TABLE 18

CAREER RELATEDNESS OF OCAP TRAINING

	N	%
Not at all related	42	13.4
Not very related	38	12.1
No strong feeling	1	0.3
Somewhat related	97	31.0
Very much related	135	43.1
Don't know/no answer	5	---
<hr/>		
TOTAL	318	100.0

TABLE 19

CAREER RELATEDNESS OF OCAP TRAINING VERSUS WHETHER TRAINEE WAS HIRED BY OCAP EMPLOYER AFTER OCAP ENDED (Significant differences between groups)

(These data are reported by the 185 trainees who had
a full-time job after OCAP - See Table 12)

	Employed by OCAP Employer		Not Employed by OCAP Employer	
	N	%	N	%
Not at all related	0	0.0	14	11.8
Not very related	3	4.7	11	9.2
No strong feeling	0	0.0	1	0.8
Somewhat related	19	29.7	41	34.5
Very much related	42	65.6	52	43.7
Don't know/no answer	1	---	1	---
<hr/>				
TOTAL	65	100.0	120	100.0

TABLE 20

OCAP'S EFFECT ON GETTING SATISFACTORY EMPLOYMENT

	N	%
Not at all helpful	52	16.6
Not very helpful	26	8.3
No strong feeling	2	0.6
Somewhat helpful	90	28.7
Very much helpful	144	45.9
Don't know/no answer	4	---
	<hr/>	<hr/>
TOTAL	318	100.0

TABLE 21

OCAP'S EFFECT ON GETTING SATISFACTORY EMPLOYMENT VERSUS
 WHETHER TRAINEE WAS HIRED BY OCAP EMPLOYER AFTER OCAP ENDED
 (Significant differences between groups)

(These data are reported by the 185 trainees who had
 a full-time job after OCAP - see Table 12)

	Employed by OCAP Employer		Not Employed by OCAP Employer	
	N	%	N	%
Not at all helpful	1	1.6	26	21.9
Not very helpful	1	1.6	7	5.9
No strong feeling	0	0.0	1	0.8
Somewhat helpful	16	25.0	26	21.9
Very much helpful	46	71.9	59	49.6
Don't know/no answer	1	---	1	---
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	65	100.0	120	100.0

TABLE 22

**TRAINEE'S EVALUATION OF THE VALUE OF
THEIR OCAP WORK EXPERIENCE**

	N	%
Not at all valuable	21	6.6
Not very valuable	31	9.8
No strong feeling	0	0.0
Fairly valuable	89	28.1
Very valuable	176	55.1
Don't know/no answer	1	---
	<hr/>	<hr/>
TOTAL	318	100.0

TABLE 23

**TRAINEES' EVALUATION OF THE VALUE OF THEIR OCAP WORK EXPERIENCE
VERSUS WHETHER THEY WERE HIRED BY THEIR OCAP EMPLOYER
(Significant differences between groups)**

(These data are reported by the 185 trainees who had
a full-time job after OCAP - see Table 12)

	Employed by OCAP Employer		Not Employed by OCAP Employer	
	N	%	N	%
Not at all valuable	0	0.0	9	7.5
Not very valuable	0	0.0	13	10.8
No strong feeling	0	0.0	0	0.0
Fairly valuable	9	13.8	38	31.7
Very valuable	56	85.2	60	50.0
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL	65	100.0	120	100.0

TABLE 24

**RELATIONSHIP BETWEEN OCAP TRAINING POSITION
AND PRESENT OCCUPATION**

(These data are reported by the 185 trainees who had a
full-time job after OCAP - see Table 12)

	N	%
Current occupation similar to OCAP training position	114	64.4
Current occupation different from OCAP training position	63	35.6
No answer	8	---
	<hr/>	<hr/>
TOTAL	185	100.0

TABLE 25

IMPORTANCE OF SKILLS DEVELOPED WHILE ON OCAP IN CURRENT JOB

(These data are provided by the 185 trainees who had a
full-time job after OCAP - see Table 12)

	N	%
Not at all important	40	21.6
Not very important	12	6.5
No strong feeling	0	0.0
Fairly important	42	22.7
Very important	91	49.2
	<hr/>	<hr/>
TOTAL	185	100.0

TABLE 26

**IMPORTANCE OF SKILLS DEVELOPED WHILE ON OCAP IN CURRENT JOB
VERSUS WHETHER TRAINEE WAS HIRED BY OCAP EMPLOYER AFTER OCAP
(Significant differences between groups)**

(These data are provided by the 185 trainees who had a full-time job after OCAP - see Table 12)

	Hired by OCAP Employer		Not Hired by OCAP Employer	
	N	%	N	%
Not at all important	0	0.0	40	33.3
Not very important	1	1.5	11	9.2
No strong feeling	0	0.0	0	0.0
Fairly important	9	13.9	33	27.5
Very important	55	84.6	36	30.0
TOTAL	65	100.0	120	100.0

TABLE 27

EMPLOYERS' BELIEF THAT THEIR TRAINING HAS HELPED/
WILL HELP TRAINEES FIND FULL-TIME JOB

	N	%
Not at all helpful	7	2.1
Not very helpful	11	3.4
No strong feeling	1	0.3
Somewhat helpful	48	14.7
Very much helpful	260	79.5
Don't know/no answer	4	---
TOTAL	331	100.0

TABLE 28

EMPLOYERS' BELIEF THAT THEIR TRAINING WAS HELPFUL
VERSUS WHETHER THEY HIRED TRAINEE AFTER OCAP ENDED
(Significant differences between groups)

	Total		Hired Trainee After OCAP		Did Not Hire Trainee After OCAP	
	N	%	N	%	N	%
Not at all helpful	7	2.2	1	0.6	6	4.2
Not very helpful	11	3.4	1	0.6	10	7.0
No strong feeling	1	0.3	0	0.0	1	0.7
Somewhat helpful	48	14.9	13	7.2	35	24.5
Very much helpful	256	79.2	165	91.7	91	63.6
Don't know/no answer	4	---	1	---	3	---
TOTAL	327¹	100.0	181	100.0	146	100.0

¹ Four employers did not indicate whether they hired their trainee after OCAP ended.

TABLE 29

EMPLOYERS' BELIEF THAT TRAINEE WILL PURSUE A CAREER
IN THE OCCUPATION IN WHICH HE/SHE WAS TRAINED?

	N	%
Very unlikely	29	9.3
Fairly unlikely	18	5.8
No strong feeling	6	1.9
Fairly likely	66	21.2
Very likely	193	61.9
Don't know/no answer	19	---
TOTAL	331	100.0

TABLE 30

EMPLOYERS' BELIEF THAT TRAINEE WILL PURSUE A CAREER IN THE
OCCUPATION IN WHICH HE/SHE WAS TRAINED VERSUS
WHETHER THEY HIRED TRAINEE AFTER OCAP ENDED
(Significant differences between groups)

	Total		Hired Trainee After OCAP		Did Not Hire Trainee After OCAP	
	N	%	N	%	N	%
Very unlikely	29	8.9	8	4.6	21	15.4
Fairly unlikely	18	5.5	6	3.5	12	8.8
No strong feeling	6	1.8	0	0.0	6	4.4
Fairly likely	66	20.2	25	14.4	41	30.2
Very likely	190	58.1	134	77.5	56	41.2
Don't know/no answer	18	---	8	---	10	---
TOTAL	327¹	100.0	181	100.0	146	100.0

¹ Four employers did not indicate whether they hired their trainee after OCAP ended.

TABLE 30(a)

ACTUAL LENGTH OF TRAINING PERIOD VS EMPLOYER'S OPINION
OF THE LENGTH OF TRAINING PERIOD NEEDED

Actual Length of Training Period (weeks)	Length of Training Period Needed (Weeks)												Don't Know/ No Answer N
	1 - 4 N	4	5 - 8 N	8	9 - 12 N	12	13 - 16 N	16	17 - 20 N	20	More than 20 N	%	
1 - 4	14	93.3	1	5.0	0	0.0	2	1.6	1	7.1	3	3.4	2
5 - 8	0	0.0	14	70.0	1	2.2	4	3.1	1	7.1	4	4.6	2
9 - 12	0	0.0	2	10.0	43	95.6	7	5.5	4	28.6	16	18.4	9
13 - 16	1	6.7	3	15.0	1	2.2	114	89.8	8	57.2	64	73.6	6
No answer	0	---	0	---	0	---	1	---	0	---	1	---	2
TOTAL	15	100.0	20	100.0	45	100.0	128	100.0	14	100.0	88	100.0	21

1.7 OCAP AND COUNSELLING

TABLE 31
INCIDENCE OF COUNSELLING

	Total		Trainees		Exits	
	N	%	N	%	N	%
Yes	231	43.8	174	54.7	57	27.3
No	296	56.2	144	45.3	152	72.7
TOTAL	527	100.0	318	100.0	209	100.0

TABLE 32
AMOUNT OF COUNSELLING RECEIVED

(i.e. reported by the 174 trainees and
57 exits who indicated that they received counselling)

	Total		Trainees		Exits	
	N	%	N	%	N	%
1 hour or less	31	15.2	20	12.8	11	22.9
2 hours	22	10.8	11	7.1	11	22.9
3 hours	15	7.4	14	9.0	1	2.1
4 hours	21	10.3	18	11.5	3	6.3
5 - 8 hours	38	18.6	32	20.5	6	12.0
9 - 12 hours	19	9.3	15	9.6	4	8.3
13 - 16 hours	20	9.8	14	9.0	6	12.0
17 - 20 hours	9	4.4	6	3.8	3	6.3
more than 20 hours	29	14.2	26	16.7	3	6.3
don't remember/ no answer	27	---	18	---	9	---
TOTAL	231	100.0	174	100.0	57	100.0

TABLE 33

TYPES OF COUNSELLING RECEIVED

(respondents could have received more than 1 type of counselling, therefore it is inappropriate to total each column. Percentages are based on the 174 trainees and 57 exits who said they received counselling)

	Trainees		Exits	
	N	%	N	%
how to act in a job interview	149	46.9	37	17.7
how to find full-time job	143	45.0	36	17.2
how to prepare a resume	143	45.0	30	14.4
help decide type of career	96	30.2	31	14.8
other	3	0.9	--	---

career related only	8	4.6	12	21.1
job related only	78	44.8	26	45.6
both	88	50.6	19	33.3
TOTAL	174	100.0	57	100.0

TABLE 34

FROM WHERE WAS COUNSELLING RECEIVED?

	N	% of those who received counselling
OCAP coordinator	68	29.4
OCAP employer	43	18.6
College counsellor	36	15.6
College placement officer	11	4.8
Manpower counsellor	10	4.3
Job-search sessions	8	3.5
Workshop/career counsellor	7	3.0
Creating a career	1	0.4
Other	1	0.4

(Total of columns inappropriate here since an individual could have received counselling from more than 1 source. Percentages based on the 231 respondent who said they received counselling.)

TABLE 35

USEFULNESS OF COUNSELLING

(These data are based on those reporting in Table 34.
Usefulness of other counsellors not reported due to
insufficient number of cases.)

	Useful		Not Useful		Don't Know/ No Answer	
	N	%	N	%	N	%
OCAP coordinator	55	84.6	10	15.4	3	---
OCAP employer	28	87.5	4	12.5	11	---
College counsellor	27	81.8	6	18.2	3	---
College placement officer	5	62.5	3	37.5	3	---
Manpower counsellor	3	33.3	6	66.7	1	---

TABLE 36

VALUE OF DIFFERENT COUNSELLORS

(i.e. a function of the frequency that they are used and the
usefulness of the counselling they provide.)

	% of those who receive counselling from ...		% of those who consider source useful		Value of counsellors %
	N	%	N	%	
OCAP coordinator	68	29.4	55	84.6	24.9 ¹
OCAP employer	43	18.6	28	87.5	16.3
College counsellor	36	15.6	27	81.8	12.8

¹ The value of the counselling provided by the OCAP coordinator is calculated by multiplying the percentage of respondents who received counselling from this source (i.e. 29.4% or 68/231) by the proportion of respondents who felt this counselling was useful (i.e. 84.6% or 55/65).

TABLE 37

HAVE THEIR CAREER GOALS BEEN CLARIFIED DURING
THE PAST YEAR AND A HALF?
(Significant differences across groups)

	Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%
Improvement	170	54.0	61	29.9	37	42.5
No change	145	46.0	143	70.1	50	57.5
Don't know/no answer	3	---	5	---	1	---
TOTAL	318	100.0	209	100.0	88	100.0

TABLE 38

EFFECTS OF COUNSELLING AND TRAINING ON CAREER CLARIFICATION
(Significant differences across groups)

	Training Position Plus Counselling		Training Position Only		Counselling Only		Neither Training Position or Counselling	
	N	%	N	%	N	%	N	%
Improvement	28	84.9	39	81.3	6	46.2	29	58.0
No change	5	15.1	9	18.7	7	53.8	21	42.0
TOTAL	33	100.0	48	100.0	13	100.0	50	100.0

(This relationship remains significant when the effects of age, sex and education are removed through analysis of covariance)

Note:

The figures for the preceding table apply for those youth who had a low level of career clarification 1 1/2 years ago i.e. those who answered they had a clear or very clear idea of the type of job they wanted were removed from the analysis. This was done because counselling could not improve a person's career clarification if this person already had a high level of career clarification 1 1/2 years ago.

TABLE 39

ARE THOSE WHO GOT A TRAINING POSITION AND COUNSELLING MORE
 LIKELY TO GET A JOB THAN THOSE WHO GOT ONLY A TRAINING POSITION?
 MORE LIKELY THAN THOSE WHO RECEIVED COUNSELLING? MORE LIKELY
 THAN THOSE WHO RECEIVED NEITHER A TRAINING POSITION OR
 COUNSELLING?

(Significant differences across groups)

	Training Position Plus Counselling		Training Position Only		Counselling Only		Neither Training Position or Counselling	
	N	%	N	%	N	%	N	%
Full-time job	101	58.1	84	58.7	18	31.6	87	36.4
No full-time job	73	41.9	59	41.3	39	68.4	152	63.6
TOTAL	174	100.0	143	100.0	57	100.0	239	100.0

(This relationship remains significant when the effects of
 age, sex and education are removed through analysis of
 covariance)

TABLE 40

ARE THOSE WHO GOT A TRAINING POSITION AND COUNSELLING MORE
 LIKELY TO GET SATISFACTORY EMPLOYMENT THAN THOSE WHO RECEIVED
 ONLY THE TRAINING POSITION? THOSE WHO RECEIVED ONLY COUNSELLING?
 THOSE WHO RECEIVED NEITHER A TRAINING POSITION OR COUNSELLING?

(Significant differences across groups)

	Training Position Plus Counselling		Training Position Only		Counselling Only		Neither Training Position or Counselling	
	N	%	N	%	N	%	N	%
Unsatisfactory employment	11	10.9	13	15.5	8	44.4	42	48.3
No strong feeling	17	16.8	17	20.2	3	16.7	19	21.8
Satisfactory employment	73	72.3	54	64.3	7	38.9	26	29.9
TOTAL	101	100.0	84	100.0	18	100.0	87	100.0

(This relationship remains significant when the effects of
 age, sex and education are removed through analysis of
 covariance).

TABLE 41(a)

ARE THOSE WHO RECEIVED MORE THAN 4 HOURS OF COUNSELLING
MORE LIKELY TO IMPROVE THEIR CAREER CLARIFICATION THAN
THOSE WHO RECEIVED 4 HOURS OR LESS?
(No significant differences)

(NOTE: Of the 231 respondents who said they received
counselling, 27 could not remember how many hours they
received. Also note that the basis for reporting in
Table 41(a) is the same as that for Table 38)

	4 hrs or less		More than 4 hrs.	
	N	%	N	%
Improvement	9	25.7	11	21.2
No change	<u>26</u>	<u>74.3</u>	<u>41</u>	<u>78.9</u>
TOTAL	35	100.0	52	100.0

TABLE 41(b)

WHAT ABOUT BEING MORE LIKELY TO GET A JOB?
(No significant differences)

	4 hrs or less		More than 4 hrs.	
	N	%	N	%
Full-time job	47	52.1	56	49.1
No full-time job	<u>42</u>	<u>47.2</u>	<u>58</u>	<u>50.9</u>
TOTAL	89	100.0	114	100.0

TABLE 41(c)

WHAT ABOUT GETTING SATISFACTORY EMPLOYMENT?
(No significant differences)

	4 hrs or less		More than 4 hrs.	
	N	%	N	%
Unsatisfactory employment	9	19.2	8	14.3
No strong feeling	12	25.5	7	12.5
Satisfactory employment	<u>26</u>	<u>55.3</u>	<u>41</u>	<u>73.2</u>
TOTAL	47	100.0	56	100.0

1.8 OCAP'S EFFECTS ON EMPLOYERS

TABLE 42

HAS THE ORGANIZATION OR INDIVIDUAL SUPERVISOR
BENEFITED FROM THE TRAINING EXPERIENCE?

	N	%
Yes	267	83.7
No	52	16.3
Don't know/no answer	<u>12</u>	<u>---</u>
TOTAL	331	100.0

TABLE 43

HAS OCAP CONTRIBUTED TO THE GROWTH AND PRODUCTIVITY
OF THE ORGANIZATION?

	Contribution to Growth		Contribution to Productivity	
	N	%	N	%
Yes	86	26.0	105	31.7
Not mentioned	<u>245</u>	<u>74.0</u>	<u>226</u>	<u>68.3</u>
TOTAL	331	100.0	331	100.0

TABLE 44

HAS OCAP CONTRIBUTED TO A BETTER UNDERSTANDING
OF HUMAN RESOURCES MANAGEMENT?
(Percentages based on sample of 331 employers)

	N	%
Training programs	96	29.0
Human resource management	58	17.5
Motivating employees	47	14.2
Measuring performance	45	13.6

TABLE 45

OTHER WAYS OCAP HAS CONTRIBUTED MENTIONED BY EMPLOYERS

	N
Needed assistance at no cost	9
Developed trust in employee	8
Better understanding of youth	6
Better understanding of job requirements	4
Useful experience	4
Better understanding of employer's responsibility	2
Development of communication skills	2

TABLE 46

DOES OCAP HELP BUSINESS TO OBTAIN FULL-TIME EMPLOYEES
WHO HAVE BEEN TRIED AND TESTED?

	N	%
Hired OCAP trainee after OCAP	181	55.4
Did not hire OCAP trainee	146	44.6
No answer	<u>4</u>	<u>---</u>
TOTAL	331	100.0

TABLE 47

HAVE EMPLOYERS CHANGED THEIR WILLINGNESS TO
HIRE YOUNG UNEMPLOYED PEOPLE?

	Participating Employers		Employer Exits	
	N	%	N	%
Yes	87	27.1	8	8.0
No	234	72.9	92	92.0
Don't know/no answer	<u>10</u>	<u>---</u>	<u>14</u>	<u>---</u>
TOTAL	331	100.0	114	100.0

TABLE 48

HOW HAS THEIR WILLINGNESS CHANGED?

(Multiple answers were accepted from the 95 employers who said their willingness had changed in Table 47. Percentages are based on the number of mentions, not on the number of respondents)

	N	%
More willing to hire youth	26	26.5
Would go through OCAP again	9	9.2
Realize youth can be beneficial	7	7.1
Would consider hiring inexperienced youth now	7	7.1
Realize experience can help them	6	6.1
Better trust in government programs	5	5.1
Would be more hesitant to hire youth	5	5.1
OCAP youth are enthusiastic	5	5.1
Youth want to work	5	5.1
Would want to look person over before hiring	4	4.1
Willingness changed negatively	3	3.1
Training takes time	3	3.1
Would not consider hiring inexperienced youth	2	2.0
Youth do not value the opportunity	2	2.0
Other	<u>9</u>	<u>9.2</u>
TOTAL	98	100.0

TABLE 49

EMPLOYER'S BELIEF ABOUT TRAINEES IMPROVEMENT OF JOB SKILLS

	N	%
Not at all improved	10	3.0
Not very improved	16	4.8
No strong feeling	1	0.3
Somewhat improved	56	16.9
Very much improved	<u>248</u>	<u>74.9</u>
TOTAL	331	100.0

TABLE 50 .

EMPLOYERS' BELIEF ABOUT TRAINEES' IMPROVEMENT OF WORK HABITS

	N	%
Not at all improved	21	6.4
Not very improved	20	6.1
No strong feeling	2	0.6
Somewhat improved	80	24.5
Very much improved	203	62.3
Don't know/no answer	<u>5</u>	<u>---</u>
TOTAL	331	100.0

TABLE 51

LENGTH OF OCAP TRAINING PERIOD

	Trainees Training Period		Employers Training Period	
	N	%	N	%
1 - 3 weeks	16	5.1	9	2.7
4 - 6 weeks	24	7.7	20	6.1
7 - 9 weeks	27	8.6	25	7.6
10 - 12 weeks	78	24.9	76	23.3
13 - 15 weeks	11	3.5	22	6.7
16 weeks	158	50.3	175	53.5
Can't remember/no answer	<u>4</u>	<u>---</u>	<u>4</u>	<u>---</u>
TOTAL	318	100.0	331	100.0

NOTE:

These distributions are not identical for the following reasons:

- a) there are variations in respondents' capacity to recall the specific length of the training period
- b) perhaps there may have been some misinterpretation on the employer's part in terms of question wording. That is, employers were asked "for how long did you have your OCAP trainee". Many employers hired their trainee after OCAP and some may have confused this period of employment with the OCAP training period (this type of error is often referred to as "measurement error")
- c) since a census was not taken, an element "sampling error" exists (this is true for any sample selected)

1.9 PROGRAM ADMINISTRATION

TABLE 52

HOW DID YOUTH FIND OUT ABOUT OCAP?

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	Total		Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%	N	%
Manpower	180	27.2	73	21.8	77	33.9	30	30.0
Friend	162	24.4	79	23.6	62	27.8	20	20.0
Newspaper	123	18.6	52	15.5	47	20.7	24	24.0
Employer	62	9.4	58	17.3	3	1.3	1	1.0
College	54	8.2	31	9.3	8	3.5	15	15.0
Family	52	7.9	27	8.1	18	7.9	7	7.0
Other advertising	23	5.1	12	3.4	8	3.5	3	3.0
Other	6	0.1	3	0.9	3	1.3	0	0.0
TOTAL	662	100.0	335	100.0	227	100.0	100	100.0

TABLE 53

REASONS FOR APPLYING TO OCAP

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	Total		Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%	N	%
Could not get a job	288	37.5	132	30.7	98	35.0	58	46.8
Provided job experience	222	25.0	113	26.3	87	31.1	22	17.7
Provided experience in a career related job	115	13.3	61	14.2	40	14.3	14	11.3
Opportunity to get a job	80	9.9	46	10.7	19	6.8	15	12.1
Sounded like good program	54	8.2	25	5.8	28	10.0	11	8.9
Employer suggested it	35	2.9	33	7.7	1	0.4	1	0.8
Manpower suggested it	18	2.0	11	2.6	5	1.8	2	1.6
Other	12	1.2	9	2.1	2	0.8	1	0.8
TOTAL	824	100.0	430	100.0	280	100.0	124	100.0

TABLE 54

**WHY COULD YOUTH NOT FIND A FULL-TIME CAREER RELATED
JOB BEFORE OCAP?**

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	Total		Trainees		Exits		Non-Contacts	
	N	%	N	%	N	%	N	%
Lack of work experience	374	45.8	199	46.9	119	44.7	56	45.9
Not hiring	122	15.9	60	14.2	39	14.7	23	18.9
Lack of specific job skills	118	14.6	58	13.7	43	16.2	17	13.9
Under educated	82	9.3	50	11.8	23	8.6	9	7.4
More qualified person selected	31	3.5	20	4.7	7	2.6	4	3.3
Poor job-search technique	15	2.0	8	1.9	4	1.5	3	2.5
No job in field	12	1.6	8	1.9	1	0.4	3	2.5
Did not apply anywhere	10	1.2	5	1.2	4	1.5	1	0.8
Too young	5	0.7	2	0.5	2	0.8	1	0.8
No advancement	3	0.4	2	0.5	0	0.0	1	0.8
Just moved into area	2	0.1	2	0.5	0	0.0	0	0.0
Uncertain what type of job was wanted	3	0.4	2	0.5	1	0.4	0	0.0
No Canadian experience	18	2.3	1	0.3	16	6.0	1	0.8
Other	<u>17</u>	<u>2.2</u>	<u>7</u>	<u>1.7</u>	<u>7</u>	<u>2.6</u>	<u>3</u>	<u>2.5</u>
TOTAL	812	100.0	424	100.0	266	100.0	122	100.0

TABLE 55

HOW LONG DID IT TAKE TRAINEES TO GET A POSITION?

	N	%
Immediately	43	14.3
1 week wait	103	34.3
2 weeks wait	63	21.0
3 weeks wait	20	6.7
4 weeks wait	28	9.3
mor than 4 weeks	43	14.3
Can't remember/no answer	<u>18</u>	<u>---</u>
TOTAL	318	100.0

(mean waiting period: 3.1 weeks)

TABLE 56

HOW MUCH WERE TRAINEES PAID IMMEDIATELY AFTER OCAP ENDED
BY EMPLOYERS WHO HIRED THEM FULL-TIME?

	N	%
\$100 - \$120	32	19.8
\$121 - \$140	39	24.0
\$141 - \$160	47	29.0
\$161 - \$180	19	11.7
\$181 - \$200	16	9.9
More than \$200	9	5.6
Refused/can't remember/no answer	<u>19</u>	<u>---</u>
TOTAL	181	100.0

(mean salary: \$153)

TABLE 57

HOW MANY TRAINING POSITIONS WERE OFFERED TO
"EXIT GROUP" MEMBERS?

	N	%
0	130	64.4
1	44	21.8
2	14	6.9
3	6	3.0
4	2	1.0
5	3	1.5
6	2	1.0
7	<u>1</u>	<u>0.5</u>
TOTAL	202	100.0

TABLE 58

WHY DID THOSE WHO WERE OFFERED TRAINING POSITIONS
REFUSE THE POSITION?

(Multiple answers were accepted. Percentages based on the
number of mentions, not on the number of respondents)

	N	%
Was not needed/working elsewhere	37	46.3
Not suitable for position	18	22.5
Problem with location	6	7.5
Pay too low	5	6.3
Not what trainee wanted	4	5.0
Went back to school	4	5.0
Pregnant	3	3.8
Disliked interviewer	2	2.5
Lost interest	<u>2</u>	<u>2.5</u>
TOTAL	80	100.0

TABLE 59

WHY DID EXITS THINK THEY WERE NOT OFFERED A TRAINING POSITION?
 (Multiple answers were accepted. Percentages are based on the
 number of mentions, not on the number of respondents)

	N	%
No job available	26	27.1
Never heard from them	22	22.9
Ineligible	14	14.6
Lack of experience	12	12.5
Lack of interest	9	9.4
Lack of education	8	8.3
Unsure of program	4	4.2
Went back to school	<u>1</u>	<u>1.1</u>
TOTAL	96	100.0

TABLE 60

HOW OFTEN DO TRAINEES DISCUSS THEIR PERFORMANCE
 WITH OCAP STAFF?

	N	%
Never	70	22.3
Less than once a month	75	23.9
About once a month	100	31.8
About 2 or 3 times a month	34	10.8
About once a week	28	8.9
More than once a week	7	2.2
Can't remember/no answer	<u>4</u>	<u>---</u>
TOTAL	318	100.0

TABLE 61

NUMBER OF TRAINEES WHO COMPLETED THEIR OCAP CONTRACT

	N	%
Completed	225	71.0
Did not complete	92	29.0
No answer	<u>1</u>	<u>---</u>
TOTAL	318	100.0

TABLE 62

TRAINEES' REASONS FOR LEAVING OCAP BEFORE THEIR CONTRACT ENDED

(Multiple answers were accepted. Percentages based on the number of mentions, not on the number of respondents)

	N	%
Found full-time job	31	28.4
Work experience not satisfying	22	20.2
Conflict with supervisor	14	12.8
Released by supervisor	12	11.0
Work irrelevant to career goals	7	6.4
Health/family problems	6	5.5
Work experience irrelevant to finding full-time employment	5	4.6
Returned to school	3	2.8
Thought I had a job	2	1.8
Other	<u>7</u>	<u>6.4</u>
TOTAL	109	100.0

TABLE 63(a)

IS THE LENGTH OF TRAINING PERIOD RELATED TO THE TRAINEE'S
SUCCESS OF SECURING A FULL-TIME JOB
AND/OR SATISFACTORY EMPLOYMENT?
(No significant differences)

	<u>Length of Training Period</u>					
	Total		12 Weeks or less		More than 12 weeks	
	N	%	N	%	N	%
Full-time employment	183	58.5	84	57.9	99	58.9
Not employed full-time	<u>130</u>	<u>41.5</u>	<u>61</u>	<u>42.1</u>	<u>69</u>	<u>41.1</u>
TOTAL	313¹	100.0	145	100.0	168	100.0

TABLE 63(b)

(No significant differences)

	<u>Length of Training Period</u>			
	12 Weeks or less		More than 12 weeks	
	N	%	N	%
Unsatisfactory employment	9	10.7	13	13.1
No strong feeling	18	21.4	16	16.2
Satisfactory employment	<u>57</u>	<u>67.9</u>	<u>70</u>	<u>70.7</u>
TOTAL	84	100.0	99	100.0

¹ Four respondents could not remember or did not answer how long their training period lasted. One other respondent did not answer whether or not he/she was employed on a full-time basis.

TABLE 64

HOW DO EMPLOYERS FIND OUT ABOUT OCAP?

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	Total		Participating Employers		Employer Exits	
	N	%	N	%	N	%
Business associates	122	25.7	97	27.1	25	21.6
Through the college	98	20.7	80	22.3	18	15.5
Manpower	64	13.5	46	12.8	18	15.5
A friend	62	13.1	51	14.2	11	9.5
Newspaper ad	41	8.6	30	8.4	11	9.5
Other advertising	33	7.0	17	4.7	16	13.8
OCAP staff	32	6.8	20	5.6	12	10.3
Youth	20	4.2	16	4.5	4	3.4
Other	<u>2</u>	<u>0.4</u>	<u>1</u>	<u>0.3</u>	<u>1</u>	<u>0.9</u>
TOTAL	474	100.0	358	100.0	116	100.0

TABLE 65

WHY DID EMPLOYERS APPLY TO OCAP?

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	Total		Participating Employers		Employer Exits	
	N	%	N	%	N	%
Needed help but could not afford starting wage	221	30.3	174	30.0	47	31.5
Felt we could offer meaningful training	182	25.0	140	24.1	42	28.2
Possible to recruit competent, productive help	141	19.3	107	18.4	34	22.8
Helping to solve unemployment problem	88	12.1	71	12.2	17	11.4
Associates/friends recommend it	44	6.0	38	6.6	6	4.0
Convinced by recruiter	21	2.9	20	3.5	1	0.7
Needed more personnel	11	1.5	11	1.9	0	0.0
Was approached	5	0.7	5	0.9	0	0.0
Trial period beneficial when selecting staff	4	0.5	4	0.7	0	0.0
Employee sold himself/ herself	4	0.5	4	0.7	0	0.0
Broadness of program	3	0.4	1	0.2	2	1.3
Employee Available	2	0.3	2	0.3	0	0.0
Curiosity	1	0.1	1	0.2	0	0.0
Less paperwork	1	0.1	1	0.2	0	0.0
Other	<u>1</u>	<u>0.1</u>	<u>1</u>	<u>0.2</u>	<u>0</u>	<u>0.0</u>
TOTAL	729	100.0	580	100.0	149	100.0

TABLE 66

HOW ACTIVELY DID EMPLOYER PARTICIPATE IN SELECTION OF TRAINEE?

	N	%
Not at all	17	5.2
Not very actively	23	7.0
No strong feeling	0	0.0
Fairly actively	65	19.8
Very actively	223	68.8
Don't know/no answer	3	---
TOTAL	331	100.0

TABLE 67

NUMBER OF APPLICANTS INTERVIEWED¹

	N	%
1	94	29.7
2	43	13.6
3	58	18.4
4	42	13.3
5	26	8.2
6	31	9.8
More than 6	22	7.0
Can't remember/no answer	15	---
TOTAL	331	100.0

¹ Respondents did not indicate "0" applicants were interviewed for one or more of the following reasons:

- a) there may have been some misinterpretation with the question wording, i.e. the question was "How many applicants were interviewed for your position" when perhaps it should have been phrased "how many applicants did you interview for your position"
- b) a few respondents indicated that they allowed their assistant to take over the interviewing
- c) some respondents felt they were not given enough choice (i.e. they may have interviewed several applicants but still felt this was not enough choice).

TABLE 68

CRITERIA FOR SELECTING TRAINEE

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	N	%
Good motivation	145	20.0
Good personality	137	18.9
Good personal appearance	111	15.3
Appropriate job skills	75	10.3
Good communications skills	74	10.2
Compatability of occupational preference	50	6.9
Appropriate schooling	42	5.8
Relevant work experience	22	3.0
Age	15	2.1
Desire to be in field	12	1.7
"Desperate"	9	1.2
Adaptability	5	0.7
No other choice	5	0.7
Initiative	4	0.6
Acquaintance	3	0.4
Mature	3	0.4
Attitude	3	0.4
Alert	2	0.3
Met minimum qualifications	2	0.3
Dependable	2	0.3
Other	<u>5</u>	<u>0.7</u>
TOTAL	726	100.0

TABLE 69

DIFFICULTIES TRAINING TRAINEE

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	N	%
No difficulties	205	54.4
Lacked technical understanding	31	8.2
Work attitude	21	5.6
Had to repeat myself	12	3.2
Work habits	12	3.2
Lack of motivation	12	3.2
Lack of interest in job	10	2.7
Difficult to develop personal skills	10	2.7
Teaching proper technical skills	8	2.1
Discipline	7	1.9
Lack of confidence	7	1.9
No experience	6	1.6
Absent too often	6	1.6
Too young	5	1.3
Communication	5	1.3
Unreliable	4	1.1
Takes too much time	4	1.1
Lack of respect	3	0.8
Other	<u>9</u>	<u>2.4</u>
TOTAL	377	100.0

TABLE 70

EMPLOYERS EVALUATION OF QUALITY OF PRESCREENING
OF APPLICANTS BY OCAP STAFF

	N	%
Very poorly	10	3.3
Fairly poorly	13	4.3
No strong feeling	4	1.3
Fairly well	117	38.6
Very well	159	52.5
Don't know/can't remember/ no answer	<u>28</u>	<u>---</u>
TOTAL	331	100.0

TABLE 71

HOW LONG DID IT TAKE TO FILL EMPLOYER'S TRAINING POSITION?

	N	%
1 week	92	31.9
2 weeks	85	29.5
3 weeks	44	15.3
4 weeks	28	9.7
5 - 8 weeks	20	6.9
More than 8 weeks	19	6.6
Don't know/can't remember/ no answer	<u>43</u>	<u>---</u>
TOTAL	331	100.0

(Mean: 3.3 weeks)

TABLE 72

EMPLOYERS EVALUATION OF TIME REQUIRED TO FILL POSITION

	N	%		
Too much time	40	12.8		
About the right amount of time	273	87.2		
Don't know/can't remember/no answer	<u>18</u>	<u>---</u>		
TOTAL	331	100.0		
	Too much time		About Right	
	N	%	N	%
1 week	1	2.6	91	36.4
2 weeks	10	26.3	75	30.0
3 weeks	6	15.8	38	15.2
4 weeks	9	23.7	19	7.6
5 - 8 weeks	5	13.2	15	6.0
More than 8 weeks	7	18.4	12	4.8
Don't know/can't remember/ no answer	<u>2</u>	<u>---</u>	<u>23</u>	<u>---</u>
TOTAL	40	100.0	273	100.0
(Mean:	5.6 weeks		3.0 weeks)	

TABLE 73

NUMBER OF HOURS OF TRAINING AND SUPERVISION
PROVIDED BY OCAP SUPERVISORS

	N	%
10 or less	39	12.3
11 - 20	63	19.9
21 - 30	37	11.6
31 - 40	173	54.6
More than 40	5	1.6
Don't know/can't remember/ no answer	<u>14</u>	<u>---</u>
TOTAL	331	100.0

TABLE 74

EMPLOYER'S SATISFACTION WITH ASSISTANCE PROVIDED
BY OCAP COORDINATOR

	Total		Participating Employers		Employer Exits	
	N	%	N	%	N	%
Satisfied with assistance	391	91.6	308	94.5	83	82.2
Not satisfied with assistance	36	8.4	18	5.5	18	17.8
Don't know/can't remember/ no answer	<u>18</u>	<u>---</u>	<u>5</u>	<u>---</u>	<u>13</u>	<u>---</u>
TOTAL	445	100.0	331	100.0	114	100.0

TABLE 75

WHY WERE EMPLOYERS NOT SATISFIED WITH ASSISTANCE
PROVIDED BY OCAP COORDINATORS?

(Multiple answers were accepted from the 36 dissatisfied employers. Percentages are not provided because of the small number of cases available)

	Participating Employers N	Employer Exits N
Rarely/never visits	7	2
Did not return call/hard to reach	2	1
Was not sure what to expect	2	0
Did not want to help because not hiring trainee after OCAP	2	1
Felt they sided with the trainee rather than employer	1	0
Defensiveness of coordinator	1	0
Not too helpful	0	1
Did not follow-up	0	3
Did not send anyone	0	2
Able to get trainees ourselves	0	1
Quality of applicants poor	0	1
Refused trainee after they had approved	0	1
Too slow	0	1
Other	<u>0</u>	<u>1</u>
TOTAL	15	15

TABLE 76

WHY DID SOME EMPLOYERS DECIDE NOT TO PARTICIPATE IN OCAP?

(Multiple answers were accepted. Percentages based on the number of mentions, not the number respondents)

	N	%
OCAP did not refer anyone	27	28.1
Did not like quality of applicants	21	21.9
Position filled by full-time employee	16	16.7
Too busy/never got around to it	13	13.5
Lack of interest	3	3.1
Bad experience with a previous OCAP trainee	3	3.1
Trainee not eligible	2	2.1
Business deal went sour	1	1.0
Training program	1	1.0
Benefits	1	1.0
Did not know enough about OCAP	1	1.0
Business change - did not need anybody	1	1.0
Boss did not want it	1	1.0
None bilingual	1	1.0
Trainee never showed up	1	1.0
Other	<u>2</u>	<u>2.0</u>
TOTAL	96	100.0

TABLE 77

HOW DID EMPLOYERS FEEL ABOUT THE AMOUNT OF PAPERWORK REQUIRED?

(Multiple answers were accepted. Percentages based on the number of mentions, not the number respondents)

	N	%
No problem	281	89.2
Too much	14	4.4
Less paperwork than other programs	7	2.2
Disliked it	5	1.6
Repetitive	3	1.0
Waste of time	2	0.6
Not necessary	2	0.6
Make evaluations verbal	1	0.3
Don't know/no answer	<u>16</u>	<u>---</u>
TOTAL	331	100.0

TABLE 78

EMPLOYERS' PARTICIPATION IN OTHER GOVERNMENT PROGRAMS

(Percentages are based on the total sample of 331 employers)

	N	%
OYEP	36	10.9
JET	31	9.4
CMITP	15	4.5
ETCP	11	3.3
CTST/EST	2	0.6
TIBI	2	0.6
Experience 80	2	0.6
Other	6	1.8

TABLE 79

OCAP VS OTHER PROGRAMS VIEWS EXPRESSED BY EMPLOYERS

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents. Percentages are not provided for the Exit Group due to the small number of cases)

	Participating Employers		Employer Exits
	N	%	N
OCAP better	29	25.7	2
Not any different	12	10.6	3
Similar to others	11	9.7	1
OCAP very good	9	8.0	3
Not as good	7	6.2	3
Not enough freedom of choice	5	4.4	1
Pleased with OCAP	5	4.4	0
Immature trainees	5	4.4	0
Low calibre individuals	4	3.9	2
Pay too low	4	3.9	0
Financially good	4	3.9	0
OCAP aimed at a career	3	2.7	0
Better training period	2	1.8	0
More paper work	2	1.8	0
Participants screened	1	1.0	0
Well organized	1	1.0	0
The way it should be	1	1.0	0
Payment slower	1	1.0	0
Too many restrictions	1	1.0	0
Training period too short	1	1.0	0
Not as much paperwork	1	1.0	0
OCAP harder to administrate	1	1.0	0
Simple	1	1.0	0
Other	1	1.0	0
TOTAL	102	100.0	18

1.10 SUGGESTIONS FOR IMPROVING OCAP

TABLE 80

EMPLOYERS' SUGGESTIONS FOR IMPROVING OCAP

(Multiple answers were accepted. Percentages are based on the number of mentions, not on the number of respondents)

	Total		Participating Employers		Employer Exits	
	N	%	N	%	N	%
No suggestions	155	45.6	110	28.8	45	38.1
Training period too short	78	22.9	68	17.8	10	8.5
Keep it going	30	8.8	25	6.5	5	4.2
More advertising	29	8.5	21	5.5	8	6.8
Pay trainees more	25	7.4	21	5.5	4	3.4
Should screen employers better	23	6.8	18	4.7	5	4.2
TOTAL	340	100.0	263	100.0	77	100.0

TABLE 81

YOUTH'S SUGGESTIONS FOR IMPROVING OCAP

	N	%
No suggestions	183	34.4
Employers should be better screened	56	14.0
Increase training allowance	41	10.2
Vary length of training contract	35	8.7
More counselling	26	6.5
More advertising and promotion	25	6.2
Improve training program	19	4.7
Improve counselling	16	4.0
More college contact/OCAP visit sites more often/pay more attention to trainees	12	2.9
Make training longer	9	2.2
Was not trained on job applied for	3	0.7
Should be able to go back	3	0.7
Make sure they have right career goals	3	0.7
Explain specific training position better	2	0.5
Should be able to apply even if you have a part-time job	2	0.5
Trainee should be told if he/she is going to work there after OCAP	2	0.5
Employer should not have to guarantee job after OCAP	2	0.5
More employers should be made aware of OCAP	2	0.5
Make classes smaller	1	0.2
Make training period 16 weeks	1	0.2
Less time to place trainee	<u>1</u>	<u>0.2</u>
TOTAL	401	100.0

VOLUME II
PART 2: SUPPORTING DOCUMENTS

VOLUME II

2.1 GUIDELINES FOR THE CONDUCT OF THE STUDY



Ontario

Ministry of
Colleges and
Universities

(416) 965-6164

12th Floor
1200 Bay St.

November 7, 1980

Hickling-Johnston Ltd.
415 Yonge Street
10th Floor
Toronto, Ontario
M5B 2E7

Dear Sirs:

Attached are the guidelines for a study to evaluate the Ministry's Ontario Career Action Program. You are one of four firms requested to submit a research proposal which will address the problem areas cited in the guidelines.

Should you be interested in the project, we will welcome any questions preparatory to preparing the proposal which must be submitted by December 3, 1980. A briefing session to clarify any questions will be held on November 13, 1980 at 9:30 a.m. in the basement boardroom at 1200 Bay Street. If you are not interested in submitting a proposal, please let us know as soon as possible.

Yours truly,

E. L. Kerridge
for E. L. Kerridge
Director
Manpower Training Branch

Att.

EVALUATION GUIDELINES: ONTARIO CAREER ACTION PROGRAM

Purpose

Since OCAP's inception, its administrators have maintained and continually improved yearly ongoing feedback from the field and prepared a yearly descriptive evaluation.

This year the evaluation will provide a critical analysis of achievement of objectives. It will consider barriers to higher success levels, and will explore the need to: change objectives, directions or operations as a means of improving program effectiveness and achieving OCAP's goal to increase the employability of youth by providing work experience and training. The evaluation will be used to help those responsible for program administration and policy to improve service delivery.

Background

The Ontario Career Action Program (OCAP) began in 1976 as one means of alleviating the growing youth unemployment problem. Applicants are between ages 16 and 24. They are placed in training positions for a maximum 16 weeks duration during which the trainee receives a gross training allowance of \$100 per week. During the first year of the program, the length was a maximum of 52 weeks; this was lowered to 26 weeks and is now 16. Placements were first with government, but now are primarily in industry.

The 22 Colleges of Applied Arts and Technology are responsible for administration of the program in their own catchment area consistent with Ministry guidelines. The program coordinators employed by each CAAT from an MCU administrative allowance are responsible for attracting and screening trainees, finding and advising employers and for matching the needs of each, and monitoring the program.

OCAP is administered centrally from the Program Delivery Section, Manpower Training Branch at the Ministry of Colleges and Universities. The central unit is responsible for establishing program procedures, policies and for ensuring their adherence.

Scope of the Project

The study requires an overall analysis of program effectiveness. It includes both analysis of ongoing processes and administration in relation to achievement of objectives, and of current policies and program objectives in relation to the program goal. The evaluation will involve many "players" Ministry administration, CAAT administration, employers (both those involved and some who are not), and various categories of unemployed youth;

including: Trainees, those who applied but did not enter OCAP, those who went through the preliminaries and then did not take an OCAP position, and those who did not consider OCAP. The evaluation will consider program activities during the 1980 calendar year.

Because of the broad scope of the project, further clarification and definition will be needed and ongoing consultation with the Ministry representative will be available.

Output

This section lists 3 project objectives, the file data available regarding each, and several research questions which will help to determine the extent to which the objectives are being met. In addition, two general areas of concern are described and specific questions listed. The questions concern process and policy and relate to goal achievement.

Objective I

To provide meaningful, socially useful on-the-job work experience for unemployed youth.

Note: Data are available on a number of applicants who get training positions, and their distribution of age, sex, location, etc. Career relatedness of these positions can be found with some manipulation of the data.

OCAP currently reaches approximately 4% of unemployed youth. Given its budget and the availability of jobs, program size is not currently a major concern. We are not aware of a data base which describes Ontario's unemployed youth.

Questions

- Can we describe the unemployed youth who:

1. Apply for OCAP?
2. Become OCAP trainees?
3. Do not apply for OCAP?

Are OCAP trainees a unique group? How do they differ in terms of education, age, sex, special needs from other unemployed youth i.e. handicapped, on probation/parole, on welfare, etc. From among applicants do we "cream" the crop and accept and/or find training positions primarily for those most likely to succeed?

- We know that one special characteristic of OCAP trainees is that approximately 66% are female. Why is male participation low? What can be done to help unemployed males?
- What happens to OCAP applicants who
 1. Are not eligible?
 2. Do not get training experience?

(Is this second group large? Is it different from the unemployed who do get OCAP training? Who does not go to OCAP?)

Objective II

To provide pre-work career development services

Note: Data are available on the availability of career counselling services by setting, frequency of use. Success rates following goal clarification and job search training will not be consistently available throughout the province.

Questions

- What do youth think of preliminary OCAP services?
Criteria for selection?
Discussions with OCAP staff about career plans and jobs?
Are other types of preliminary help needed?
- Do youth see a need for other types of services?
- What do OCAP staff see as frequent problems of applicants?
- What are some of the "spin-off" effects of discussions with OCAP staff and/or contact with the OCAP office? (To be discussed at briefing session for bidders)

Objective III

To encourage employers to provide job experience and training to unemployed youth

Note: File data located in colleges include names of employers and frequency of use of OCAP services, industrial sector, occupational code of the training position. OCAP coordinators can also make available information on quality of training,

special circumstances and conditions and estimations of company size.

Questions

- What do employers who have been involved in OCAP feel about the ability of OCAPers?
- Are employers who participate in OCAP different from those who do not apply and from those who apply but do not participate?
- What do employers feel are problems associated with training OCAPers?
- How do employers know of the program? Would they suggest other marketing approaches?
- What of the paper work required etc., -- any problems, solutions?
- How can co-operation with unions be improved?
- Does involvement in OCAP change the willingness of employers to hire or give experience/training to youth?
- To what extent does OCAP facilitate industrial growth?

There are 4 categories of employers who may differ with regard to changes in behaviour:

1. Those who have been hiring youth without OCAP -- will they experiment with less qualified youth?
 2. Those who have never hired youth -- will they experiment with well qualified OCAPers?
 3. Those who have used OCAP to give experience to well qualified youth -- will they experiment with less qualified youth?
 4. Those who have used OCAP with less qualified youth -- will they hire youth without OCAP?
- What constitutes misuse of OCAP from an employer's perspective--from CAAT perspective? What should be the criteria for use? Define misuses considering "roll over" of OCAP positions, regular staff losing jobs to trainees, restriction on hiring and getting work done by trainees

Additional Areas of Concern

1. Administration

Note: Some information available in regular reports from colleges re. applications, placements, types of job experience and employment.

Questions

- Are there ways in which the administration of the program in CAATs and centrally could provide more effective, efficient service? Are there ineffective activities which could be modified or discontinued? Evaluation of central administration will be from the perspective of the CAATs. Evaluation of the administration by the CAATs will be from the perspective of employers, trainees and applicants.
- What is the relative cost effectiveness among the colleges?
- How do they spend their allotment and how are expenditures related to placement, preliminary work with applicants, (both quality and quantity measure)?
- Do colleges seek trainees and employers - how?
- Do they differ in techniques and success? (Be careful of differences due to regional factors)
- How efficient/effective are their marketing techniques?

2. Policy

Questions

- Who should use OCAP? Should participants be representative of unemployed youth?
- Are there other OCAP objectives which would help to achieve the program goal?
- To what extent is OCAP a cost-beneficial program?

The proposal should include the following:

- 1 - a discussion of the program and the problems to be addressed showing understanding of critical issues
- 2 - research design with methodology, the organization or work plan for the study and proposed analyses
- 3 - time schedule
- 4 - staff and qualifications with indication of time allotments and areas of responsibility for the study

Work Arrangements

Contract person will be the evaluation officer of the Manpower Training Branch (Mrs. Mary Lou Wilkins) whose responsibility will be to inform relevant sources of the study, to seek clearance where necessary, and to be available for discussion of any problems which may arise during the study.

Time Frame

Receipt of Project Proposals	December 3, 1980
Selection of Contractor	December 5, 1980
Project Start Date	December 10, 1980
Progress Report	February 13, 1981
Draft of Final Report	March 30, 1981
Final Report - Program Policy and Recommendations	April 15, 1980

Budget

Maximum Funding \$55,000.00

Proposed budget should include a table describing time, costs, and consulting days.

November 5, 1980

VOLUME II

2.2 BRIEFS SUBMITTED

**(not all briefs are included
at the request of some
of those who submitted them)**



COLLÈGE CAMBRIAN COLLEGE

OF APPLIED ARTS AND TECHNOLOGY
D'ARTS APPLIQUÉS ET DE TECHNOLOGIE

1400 BARRYDOWNE, SUDBURY, ONTARIO
P3A 3V8, TEL. 705-566-8101

BARRYDOWNE CAMPUS
REGENT CAMPUS

January 16, 1981

Dear Mr. Plumptre:

In reference to your letter of December 29, 1980, we're pleased to submit a brief on the Ontario Career Action Program.

I hope your communication with us has been useful in your study of this program. If we can be of further help, please do not hesitate to contact us.

Yours truly,

Jane Steciuk
Chairman of Part-time Studies
CONTINUING EDUCATION DIVISION

BRIEF ON
ONTARIO CAREER ACTION PROGRAM

Submitted to: Hickling and Johnston

Submitted by: Jane Steciuk
Chairman of Part-time Studies
Cambrian College of Applied
Arts and Technology

January 15, 1981

This brief is in response to your request. It covers the following areas:

Objectives

The objective of the program is to respond to the "catch-22" situation - no experience, no job; no job, no experience. This has been the situation for generations. The OCAP program not only appears to be a clever solution to this problem, but actually has been proven to work. Initially, training was the key. However, to measure success, employment has to be the issue. It is clear that the objective is to train for employment.

Target Population

The problem of finding an approach to youth unemployment was the original basis for the OCAP program. OCAP has been an excellent method of dealing with this problem. Youth should still be a priority; however, employment trends are changing with the number of youths in the labour force expected to decline and with unemployment rates for disadvantaged groups (women, natives, handicapped) extremely high.

The management of OCAP at the provincial level has always willingly provided flexibility in the program to enable local co-ordinators to experiment with ideas, provided documentation and follow-up to the ministry was made in areas where deviation from the guidelines took place. An example of this would be a woman who meets the requirements of never having had a full-time job etc. but is over the age of 24.

It is recognized that OCAP can't be all things to all people. However, the OCAP approach could be expanded to embrace other special needs groups.

Administration

The central administrative body has done an admirable job in establishing, maintaining reviewing, improving and administering the program. It is operated out of different divisions of different colleges - wherever the OCAP manager had worked successfully with people in the past. The program has been watched carefully to ensure the guidelines are being followed. The advisory committee remains active. Audits are encouraged. Central office is always available for help in problem solving. They've also initiated annual conferences for the "hands-on" people, that have been well-organized and highly successful.

Success is indicated by placement rate and by the letters of appreciation received from employers and trainers. A consistent seventy-plus percent placement rate in the Sudbury/Manitoulin area is an indication of the success of the program. The many letters speak for themselves.

Without having done an analysis of the cost of instructional education, a comparison cannot be made. However, it seems that \$20.00 per day to the trainee is not a large out-lay in light of the benefits received (training and employment). The 15% administrative fee has been well researched and is adequate to cover College costs but certainly not excessive.

In my opinion, the OCAP program is a well-run, efficient and effective program and would make a good model for expanding on programs to meet the needs of other groups.



lambton *college*

of Applied Arts
and Technology

P. O. BOX 969, SARNIA, ONTARIO, N7T 7K4 (519) 542-7751

January 20, 1981

Mr. Tim Plumptre
Partner-in-charge
Canada East
Hickling-Johnson Ltd.
350 Sparks St. Suite 706
Ottawa, Ontario K1R 7S8

Re: OCAP Evaluation

Dear Tim:

To answer your questions in a manner that you will understand, a short preamble is required.

Lambton College is one of the smaller Colleges and as such the available staff for OCAP has been limited. The OCAP Co-ordinator is the only person dedicated to the program. Support staff is limited and shared with all other industrial training programs. The one exception is an OCAP Trainee who changes constantly requiring retraining every 16 weeks.

This means that only the basics are accomplished. OCAP at Lambton is a no frills program but despite the lack of time for a great many innovative and off-shoot interesting programs several minor and qualitative systems and peripheral programs have been devised and it seems to have helped the success formula for we have a 75% to 80% final placement rate.

Where this affects -our survey is in the area of discovery -- we have never questioned the basic outline and guide lines. In other words "we do not question why -- we but do and die". Higher brain power than ours devised the program and from our positive results I would have to assume they are right. Where we feel we can contribute is in the functioning of the program where we have made many refinements to make it operate with minimum staff and supervision.

Having stated this position. I will try now to communicate with you through the basic questions posed in your letter on a matching numerical basis.

1) The objectives seem adequately clear and to our way of viewing three years in the program, are right on target.

2) The target population -- youth 16 to 24 years of age seems right. However if there is a shift to be considered it could possibly be to add one year on the top end to make it 16 to 25. This group is now starting to be affected by the continuing sluggish economy and they are the ones that must not be discouraged or we will have a serious "drop out" from the back bone of our future productive force. There could be an effective number of people brought on stream through the addition of one year and if the economy continues in its present state maybe even another year.

3) a) Realizing it is a government program with an "iffy" future on a year to year basis administration could be assisted immensely by giving OCAP long term -- long range financial planning and commitment. We can do a better job of planning the year if we know our start commitment is the ultimate commitment and the suggested supplementary budgets that may or may not materialize in November or December would be eliminated and better "year long" planning can be done.

b) I believe a good job has been done in reducing the paperwork flow to a minimum again respecting the fact that it is a government program with the need for checks and double checks.

c) There is "just enough" over-view from head office through contacts, visits and annual and semi annual seminars etc.

4) It is my considered opinion that OCAP is a success for trainees, employers, and other people in the community. We have a success rate in final placement in the 75% to 80% range and even those who are not placed at the end of training have a better understanding of the work ethic. This along with experience helps get them back into the labour force (Exception -- those who will never make it). In addition even those we do not place have better job search skills and ability through the Mini-Creating A Career course offered under Career Exploration and mandatory to all registered trainees at Lambton. Many of them find jobs without OCAP -- most of them report to us and we remove them from our active files. Employers that we deal with are pleased and impressed for the most part. Also, using the process that we do, most of them also learn -- such things as "how to treat employees", the

employer and employee rights under the Employment Standards Act", (all things normally unknown or misunderstood about that Act), "employer planning" and many other positive results. I genuinely believe we have a minimum of employers now who are "using" the program because when we do recognize them we weed them out.

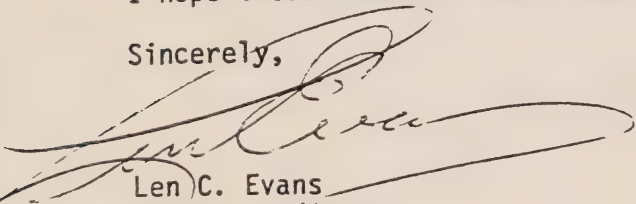
On the community in general -- where they know and understand the program I believe there is generally good acceptance of the program mainly due to the positive results being obtained on behalf of their sons and daughters, relatives, neighbours, friends etc. in a job market that is as sluggish as the present market. I believe they understand that the program is working on behalf of the trainee -- that it is not a "make work" program but a genuine effort to give the trainee experience without providing a "free employee".

4) Cost Effectiveness: Given the fact that OCAP is a provincial program and that the wide spread 22 Community Colleges are part of a Provincial Ministry I believe it is a logical and proper follow-up that the program is administered through the Colleges. Therein alone lies certain cost effectiveness. The additional fact that the College is given a percentage of placement dollars used makes the program operate to good performance if the College is to receive good funding for administration it must be on its toes. There is an extension of this that might improve on effectiveness and that might be, by lowering slightly the College percentage for general administration -- such as present but adding an additional bonus percentage for end result of a certain percentage -- above 70% final placement. This could even be scaled to suit the actual percentage. This could be an "incentive bonus" for results.

5) I am very concerned over an "old problem" that arises through the present system of OCAP -- but in my mind is still a right system. The problem is equal pay for equal work. There is a tremendous disparity in incomes for OCAP Administrators in various Colleges due to College autonomy. Perhaps Ministry Guide lines should be issued to bring this matter into line across the Province.

I hope these comments make sense and are useful in your evaluation.

Sincerely,



Len C. Evans
OCAP Co-ordinator

LE:lg

VOLUME II

2.3 QUESTIONNAIRES USED

IN THE TELEPHONE SURVEY

OCAP "TRAINEE" QUESTIONNAIRE

FOR OFFICE USE ONLY		
Project No.	8101901	1-7
Quest. No.	— — — —	8-11
City Code	— — — —	12-13
Card No.	— I — —	14

Good morning/afternoon/evening. My name is _____
 DEMAND Research Inc. We are conducting a survey across the province on
 the OCAP program (Ontario Career Action Program).

I would like to take a few minutes of your time to get your opinions
 about this program.

How did you first hear about OCAP? (DO NOT READ LIST - CIRCLE ALL
 MENTIONS). Anywhere else? (PROBE)

- | | | |
|--|-------|-----------|
| Canada Employment Centre/Manpower office | 1 | — — 15-16 |
| a friend | 2 | |
| newspaper ad | 3 | — — 17-18 |
| an employer | 4 | |
| college/school | 5 | — — 19-20 |
| family | 6 | |
| a teacher | 7 | |
| other advertising | 8 | |
| other (specify) | _____ | |
| can't remember | 88 | |

Why did you apply to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS).
 Any other reason? (PROBE)

- | | | |
|--|-------|-----------|
| provided job experience | 1 | — — 21-22 |
| could not get a job | 2 | |
| provided experience in a career related job | 3 | — — 23-24 |
| opportunity to get a job that interested me | 4 | |
| sounded like a good program | 5 | — — 25-26 |
| suggested by employer | 6 | |
| suggested by manpower office/employment centre | 7 | |
| other (specify) | _____ | |
| can't remember/don't know | 88 | |

Why do you think you could not get a full-time job before OCAP in the occupation you were most interested? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

lack of work experience	1	
not hiring	2	___ 27-28
more qualified person selected	3	
lack of specific job skills	4	
did not apply anywhere	5	___ 29-30
under-educated	6	
poor job-search technique	7	
too young	8	___ 31-32
lack of Canadian work experience	9	
physical or health problem	10	
over-educated	11	
sex discrimination	12	
other (specify)	_____	
don't know	88	

How long were you unemployed and actively looking for full-time work before applying to OCAP?

_____ months ___ 33-34

How were you supporting yourself before OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS)

supported by family/friends	1	___ 35
part-time employment	2	
UIC benefits	3	___ 36
savings	4	
full-time employment	5	
welfare	6	___ 37
other (specify)	_____	

How many applications for full-time jobs did you submit before OCAP?

_____ applications ___ 38-39

How old were you when you first applied to OCAP?

_____ ___ 40-41

At the time of your application were you living ... (READ LIST)

- on your own 1
- with your husband/wife 2
- with friends 3
- with your parents 4
- other (specify) _____

42

Before applying to OCAP, what was the last grade you completed in school?

43-44

Do you now have a job?

- yes, full-time 1 GO TO Q.11
- yes, part-time 2
- no 3 GO TO Q.17

45

What type of job do you have?

46-47

How much are you earning each week (i.e. before taxes)?

\$ _____/week

48-50

Is this job with the employer of your OCAP placement?

- yes 1
- no 2

51

Are the skills you developed while on OCAP important in your current job? Would you say they are ... (READ LIST)

- not at all important 1
- not very important 2
- fairly important 4
- very important 5

52

DO NOT READ [no strong feeling 3
don't know 8]

Is your current job related to the type of career that interests you most? Would you say it is ... (READ LIST)

not at all related	1
not very related	2
somewhat related	4
very much related	5

53

DO NOT READ ☐ no strong feeling 3
☐ don't know 8

Is it likely that you will work in this type of job on a long-term basis? Would you say it is ... (READ LIST)

very unlikely	1
fairly unlikely	2
fairly likely	4
very likely	5

54

DO NOT READ ☐ no strong feeling 3
☐ don't know 8

Are you presently attending/planning to attend school?

yes, full-time	1	GO TO Q.18
yes, part-time	2	
no	3	GO TO Q.20 IF RESPONDENT IS NOT EMPLOYED FULL-TIME (SEE Q.10). OTHERWISE GO TO Q.21

55

Why did you decide to return to school? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

to upgrade education/qualifications	1
to pick-up specific job skills	2
previous plans	3
changed career goals	4
could not find a job	5
other (specify)	_____
don't know	8

56-57

58-59

60-61

IF INFLUENCE OF OCAP MENTIONED IN Q.18, SKIP TO Q.20, OTHERWISE CONTINUE WITH Q.19.

Did your experience with OCAP have any influence on your decision to return to school? Would you say ... (READ LIST)

	not at all	1	GO TO Q.21 IF RESPONDENT IS EMPLOYED FULL-TIME OTHERWISE GO TO Q.20
	not very much	2	
	somewhat	4	
	very much	5	
DO NOT READ	no strong feelings	3	
	don't know	8	

62

Are you now actively seeking full-time work?

yes	1
no	2

63

About a year and a half ago, how clear an idea did you have about the type of job you wanted to be involved with on a long-term basis? Would you say ... (READ LIST - RECORD BELOW)

	A YEAR AND A HALF AGO	NOW
	not at all clear	1
	not very clear	2
	fairly clear	4
	very clear	5
DO NOT READ	no strong feeling	3
	don't remember	8

64

How about now? (READ LIST - RECORD ABOVE)

65

While you were with OCAP, did you ever receive counselling ...

	Yes	Don't No Remember	
To help you decide what type of career you wanted?	1	2 8	66
What about how to find a full-time job?	1	2 8	67
What about how to conduct yourself in job interview?	1	2 8	68
What about how to prepare a resumé?	1	2 8	69
any other types of counselling? (specify)			70
			71

IF NO OR DON'T REMEMBER TO
ALL OF THESE SKIP TO Q.29

. In total, about how many hours of counselling did you receive while you were with OCAP?

_____ hours

___ 72-73

don't remember 88

. What did you like about the counselling? (PROBE)

___ 74-75

___ 76-77

___ 78-79

8101901 1-7
2 8

. What did you dislike about the counselling? (PROBE)

___ 9-10

___ 11-12

___ 13-14

. Who provided counselling while you were on OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Anyone else? (PROBE)

OCAP co-ordinator . 1
OCAP supervisor/employer 2
Creating a Career 3
job-search sessions 4
college counsellor 5
college placement officer 6
CMC/CEC/manpower counsellor 7
workshop/career clarification
counsellor at college 8
other (specify) _____

___ 15-16

___ 17-18

___ 19-20

don't remember/don't know 88 — GO TO Q.29

How useful was the counselling from the ... (READ ONLY THOSE SOURCES CIRCLED IN Q.27)

	Not at all Useful	Not Very Useful	Fairly Useful	Very Useful	DO NOT READ			
					No Feeling	Strong	Don't Know	
OCAP coordinator	1	2	4	5	3	8		21
OCAP supervisor/employer	1	2	4	5	3	8		22
Creating a Career	1	2	4	5	3	8		23
job-search sessions	1	2	4	5	3	8		24
college counsellor	1	2	4	5	3	8		25
college placement officer	1	2	4	5	3	8		26
CMC/CEC/manpower counsellor	1	2	4	5	3	8		27
workshop/career clarification								
counsellor at college	1	2	4	5	3	8		28
other (specify)								
	1	2	4	5	3	8		29
	1	2	4	5	3	8		30

When did you finish your OCAP training? (DO NOT READ LIST)

November 1979 or earlier	1							
December 1979	2							
January 1980	3							
February 1980	4							
March 1980	5							31-32
April 1980	6							
May 1980	7							
June 1980	8							
July 1980	9							
August 1980	10							
September 1980 or later	11							
Don't remember	88							

How long did your training period last?

_____ weeks _____ 33-34

From the time you applied how long did it take you to get a training position?

_____ weeks _____ 35-36

What kind of job were you doing on your OCAP placement?

_____ 37-38

. Did you complete your OCAP contract?

yes 1 — GO TO Q.35
no 2

___ 39

. Why did you leave? (DO NOT READ - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

found full-time employment 1
work experience not satisfying 2
conflict with supervisor 3
released by job supervisor 4
returned to school 5
work irrelevant to career goals 6
financial stress 7
health/family problems 8
pregnancy 9
work experience irrelevant to finding
full-time employment 10
got married 11
moved from area 12
other (specify) _____

___ 40-41

___ 42-43

___ 44-45

. How valuable was the work experience you received from OCAP? Would you say it was ... (READ LIST)

not at all valuable 1
not very valuable 2
fairly valuable 4
very valuable 5

___ 46

DO NOT READ _____ [no strong feeling 3
don't know 8

. Do you feel your training position was related to the type of job you wanted on a long-term basis? Would you say it was ... (READ LIST)

not at all related 1
not very related 2
somewhat related 4
very much related 5

___ 47

DO NOT READ _____ [no strong feeling 3
don't know 8

. Do you feel your OCAP experience has helped you/will help you get a full-time job in the career that interests you most? Would you say ... (READ LIST)

not at all 1
not very much 2
somewhat 4
very much 5

___ 48

DO NOT READ _____ [no strong feeling 3
don't know 8

— Mike Johnston

3. How often did you talk to the OCAP staff about your performance during your training period? (READ LIST)

never	1
less than once a month	2
about once a month	3
about 2 or 3 times a month	4
about once a week	5
more than once a week	6

DO NOT READ _____ don't remember 8

9. Overall, how satisfied were you with your OCAP experience? Would you say you were ... (READ LIST)

very dissatisfied	1
fairly dissatisfied	2
fairly satisfied	4
very satisfied	5

DO NOT READ _____ ☐ no strong feeling 3
☐ don't know 8

0. Do you have any suggestions for improving the OCAP program? (DO NOT READ LIST - CIRCLE ALL MENTIONS) Anything else? (PROBE)

increase training allowance	1
more college contact	2
vary length of training according to the position	3
more advertising and promotion	4
more counselling	5
improve counselling	6
employers should be better screened	7
improve training program	8
other (specify) _____	

no suggestions 77
don't know 88

1. Is there anything else about your OCAP experience that you would like to tell me that we have not covered? (PROBE)

THANK AND TERMINATE

2. Respondent's sex:

male	1
female	2

END OF INTERVIEW

OCAP "EXIT GROUP" QUESTIONNAIRE

FOR OFFICE USE ONLY

Project No.	8101901	1-7
Quest. No.	— — —	8-11
City Code	— — —	12-13
Card No.	— <u>1</u> —	14

Good morning/afternoon/evening. My name is _____
 DEMAND Research Inc. We are conducting a survey across the province on
 the OCAP program (Ontario Career Action Program).

IF RESPONDENT DOES NOT REMEMBER HIS/HER APPLICATION TO OCAP, DESCRIBE
 PROGRAM AS FOLLOWS:

OCAP is an Ontario government program which provides training and career
 related work experience to unemployed youth between the ages of 16 and 24.
 The program is operated through community colleges across Ontario.

I would like to take a few minutes of your time to get your opinions
 about this program and find out what you are doing now.

How did you first hear about OCAP? (DO NOT READ LIST - CIRCLE ALL
 MENTIONS). Anywhere else? (PROBE)

Canada Employment Centre/Manpower office	1	— — 15-16
a friend	2	
newspaper ad	3	— — 17-18
an employer	4	
college/school	5	— — 19-20
family	6	
a teacher	7	
other advertising	8	
other (specify)	_____	
can't remember	88	

Why did you apply to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS)
 Any other reason? (PROBE)

provided job experience	1	— — 21-22
could not get a job	2	
provided experience in a career related job	3	— — 23-24
opportunity to get a job that interested me	4	
sounded like a good program	5	— — 25-26
suggested by employer	6	
suggested by manpower office/employment centre	7	
other (specify)	_____	
can't remember/don't know	88	

Why do you think you could not get a full-time job before applying to OCAP in the occupation you were most interested? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

lack of work experience	1	___ 27-28
not hiring	2	
more qualified person selected	3	
lack of specific job skills	4	___ 29-30
did not apply anywhere	5	
under-educated	6	
poor job-search technique	7	___ 31-32
too young	8	
lack of Canadian work experience	9	
physical or health problem	10	
over-educated	11	
sex discrimination	12	
other (specify)	_____	
don't know	88	

How long were you unemployed and actively looking for full-time work before applying to OCAP?

_____ months ___ 33-34

How were you supporting yourself before applying to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS)

supported by family/friends	1	___ 35
part-time employment	2	
UIC benefits	3	___ 36
savings	4	
full-time employment	5	___ 37
welfare	6	
other (specify)	_____	

How many applications for full-time jobs did you submit before OCAP?

_____ applications ___ 38-39

How old were you when you first applied to OCAP?

_____ ___ 40-41

At the time of your application were you living ... (READ LIST)

- | | | |
|------------------------|---|----|
| on your own | 1 | 42 |
| with your husband/wife | 2 | |
| with friends | 3 | |
| with your parents | 4 | |
| other (specify) | | |

Before applying to OCAP, what was the last grade you completed in school?

43-44

Do you now have a job?

- | | | | |
|----------------|---|------------|----|
| yes, full-time | 1 | GO TO Q.11 | 45 |
| yes, part-time | 2 | | |
| no | 3 | GO TO Q.15 | |

What type of job do you have?

46-47

How much are you earning each week (i.e. before taxes)?

\$ /week

48-50

Is your current job related to the type of career that interests you most? Would you say it is ... (READ LIST)

- | | | |
|--------------------|---|----|
| not at all related | 1 | 53 |
| not very related | 2 | |
| somewhat related | 4 | |
| very much related | 5 | |

DO NOT READ ☐ no strong feeling 3
☐ don't know 8

Is it likely that you will work in this type of job on a long-term basis? Would you say it is ... (READ LIST)

- | | | |
|-----------------|---|----|
| very unlikely | 1 | 54 |
| fairly unlikely | 2 | |
| fairly likely | 4 | |
| very likely | 5 | |

DO NOT READ ☐ no strong feeling 3
☐ don't know 8

Are you presently attending/planning to attend school?

- yes, full-time

yes, part-time

no
- 1

2

3
- GO TO Q.16

GO TO Q.18 IF RESPONDENT IS NOT EMPLOYED FULL-TIME (SEE Q.10). OTHERWISE GO TO Q.19

55

Why did you decide to return to school? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

- to upgrade education/qualifications

to pick-up specific job skills

previous plans

changed career goals

could not find a job

other (specify)
- 1

2

3

4

5
- don't know
- 8

56-57

58-59

60-61

IF INFLUENCE OF OCAP MENTIONED IN Q.16, SKIP TO Q.18, OTHERWISE CONTINUE WITH Q.17.

Did your experience with OCAP have any influence on your decision to return to school? Would you say ... (READ LIST)

- not at all

not very much

somewhat

very much

DO NOT READ

no strong feelings

don't know
- 1

2

4

5

3

8
- GO TO Q.19 IF RESPONDENT IS EMPLOYED FULL-TIME OTHERWISE GO TO Q.18

62

Are you now actively seeking full-time work?

- yes

no
- 1

2

63

About a year and a half ago, how clear an idea did you have about the type of job you wanted to be involved with on a long-term basis? Would you say ... (READ LIST -- RECORD BELOW)

	A YEAR AND A HALF AGO	NOW	
not at all clear	1	1	
not very clear	2	2	64
fairly clear	4	4	
very clear	5	5	
DO NOT READ			
no strong feeling	3	3	
don't remember	8	8	

How about now? (READ LIST -- RECORD ABOVE) 65

Did you ever receive counselling from OCAP ...

	Yes	Don't No Remember	
To help you decide what type of career you wanted?	1	2 8	66
at about how to find a full-time job?	1	2 8	67
at about how to conduct yourself in a job interview?	1	2 8	68
What about how to prepare a resumé?	1	2 8	69
any other types of counselling specify)			70
			71

IF NO OR DON'T REMEMBER
TO ALL OF THESE SKIP TO Q.27

In total, about how many hours of counselling did you receive from OCAP?

hours 72-73

don't remember 88

What did you like about the OCAP counselling? (PROBE)

74-75

76-77

78-79

What did you dislike about the OCAP counselling? (PROBE)

___ 9-10 =
 ___ 11-12
 ___ 13-14

Who provided the counselling? (DO NOT READ LIST - CIRCLE ALL MENTIONS).
 Anyone else? (PROBE)

OCAP co-ordinator	1
OCAP supervisor/employer	2
Creating a Career	3
job-search sessions	4
college counsellor	5
college placement officer	6
CMC/CEC/manpower counsellor	7
workshop/career clarification	
counsellor at college	8
other (specify)	_____

___ 15-16
 ___ 17-18
 ___ 19-20

don't remember/don't know 88 — GO TO Q.27

How useful was the counselling from the ... (READ ONLY THOSE SOURCES
 CIRCLED IN Q.25)

	Not at all Useful	Not Very Useful	Fairly Useful	Very Useful	DO NOT READ		
					No Strong Feeling	Don't Know	
OCAP coordinator	1	2	4	5	3	8	___ 21
OCAP supervisor/employer	1	2	4	5	3	8	___ 22
Creating a Career	1	2	4	5	3	8	___ 23
job-search sessions	1	2	4	5	3	8	___ 24
college counsellor	1	2	4	5	3	8	___ 25
college placement officer	1	2	4	5	3	8	___ 26
CMC/CEC/manpower counsellor	1	2	4	5	3	8	___ 27
workshop/career clarification							
counsellor at college	1	2	4	5	3	8	___ 28
other (specify)							
_____	1	2	4	5	3	8	___ 29
_____	1	2	4	5	3	8	___ 30

—

31-32

IF "1" OR MORE GO TO Q.29
IF "NONE" GO TO Q.30

33-34

		35-36
	GO TO	37-38
	Q.31	39-40

_____	41-42
_____	43-44
_____	45-46

very dissatisfied	1
fairly dissatisfied	2
fairly satisfied	4
very satisfied	5

50

DO NOT READ	no strong feeling	3
	don't know	8

Is there anything else about your experience with OCAP that you would like to tell me that we have not covered? (PROBE)

57-58

59-60

61-62

THANK AND TERMINATE

Respondent's sex:

male	1
female	2

63

2 64

OCAP "INELIGIBLE AND NON-CONTACT GROUPS" QUESTIONNAIRE

FOR OFFICE USE ONLY

Project No.	8101901	1-7
Quest. No.	— — —	8-11
City Code	— — —	12-13
Card No.	— <u>1</u> —	14

Good morning/afternoon/evening. My name is _____
of DEMAND Research Inc. We are conducting a survey across the province on
the OCAP program (Ontario Career Action Program).

**IF RESPONDENT DOES NOT REMEMBER HIS/HER APPLICATION TO OCAP, DESCRIBE
PROGRAM AS FOLLOWS:**

OCAP is an Ontario government program which provides training and
career related work experience to unemployed youth between the ages of
16 and 24. The program is operated through community colleges across
Ontario.

I would like to take a few minutes of your time to get your opinions
about this program and find out what you are doing now.

1. How did you first hear about OCAP? (DO NOT READ LIST - CIRCLE ALL
MENTIONS). Anywhere else? (PROBE)

Canada Employment Centre/Manpower office	1	— — 15-16
a friend	2	
newspaper ad	3	— — 17-18
an employer	4	
college/school	5	— — 19-20
family	6	
a teacher	7	
other advertising	8	
other (specify)	_____	
can't remember	88	

2. Why did you apply to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS).
Any other reason? (PROBE)

provided job experience	1	— — 21-22
could not get a job	2	
provided experience in a career related job	3	— — 23-24
opportunity to get a job that interested me	4	
sounded like a good program	5	— — 25-26
suggested by employer	6	
suggested by manpower office/employment centre	7	
other (specify)	_____	
can't remember/don't know	88	

3. Why do you think you could not get a full-time job before applying to OCAP in the occupation you were most interested? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

lack of work experience	1	___ 27-28
not hiring	2	
more qualified person selected	3	
lack of specific job skills	4	___ 29-30
did not apply anywhere	5	
under-educated	6	
poor job-search technique	7	___ 31-32
too young	8	
lack of Canadian work experience	9	
physical or health problem	10	
over-educated	11	
sex discrimination	12	
other (specify)	_____	
don't know		88

4. How long were you unemployed and actively looking for full-time work before applying to OCAP?

_____ months ___ 33-34

5. How were you supporting yourself before applying to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS)

supported by family/friends	1	___ 35
part-time employment	2	
UIC benefits	3	___ 36
savings	4	
full-time employment	5	___ 37
welfare	6	
other (specify)	_____	

6. How many applications for full-time jobs did you submit before applying to OCAP?

_____ applications ___ 38-39

7. How old were you when you first applied to OCAP?

_____ ___ 40-41

42

- 42

43-44

45

- 45

46-47

48-50

48-50

53

- 53

DO NOT READ	no strong feeling	3
	don't know	8

54

- 54

DO NOT READ	no strong feeling	3
	don't know	8

5. Are you presently attending/planning to attend school?

yes, full-time	1	GO TO Q.16
yes, part-time	2	
no	3	GO TO Q.17 IF RESPONDENT IS NOT EMPLOYED FULL-TIME (SEE Q.10). OTHERWISE GO TO Q.18

55

6. Why did you decide to return to school? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

to upgrade education/qualifications	1
to pick-up specific job skills	2
previous plans	3
changed career goals	4
could not find a job	5
other (specify)	

56-57

58-59

60-61

don't know 8

GO TO Q.18 IF RESPONDENT IS EMPLOYED FULL-TIME OTHERWISE CONTINUE WITH Q.17

7. Are you actively seeking full-time work at the present time?

yes	1
no	2

63

8. About a year and a half ago, how clear an idea did you have about the type of job you wanted to be involved with on a long-term basis? Would you say ... (READ LIST - RECORD BELOW)

	A YEAR AND A HALF AGO	NOW
not at all clear	1	1
not very clear	2	2
fairly clear	4	4
very clear	5	5
DO NOT READ — no strong feeling	3	3
don't remember	8	8

64

9. How about now? (READ LIST - RECORD ABOVE)

65

THANK AND TERMINATE

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2 8

10. Respondent's sex:

male	1
female	2

63

64

OCAP "SUPERVISOR/EMPLOYER" QUESTIONNAIRE

FOR OFFICE USE ONLY

Project No.	8101901	1-7
Quest. No.	— — — —	8-11
City Code	— — — —	12-13
Card No.	— <u>1</u> —	14

Good morning/afternoon/evening. My name is _____
 of DEMAND Research Inc. We are conducting a survey across the province on
 the OCAP program (Ontario Career Action Program).

I would like to take a few minutes of your time to get your opinions
 about this program.

How did you first hear about OCAP? (DO NOT READ LIST - CIRCLE ALL
 MENTIONS). Anywhere else? (PROBE)

Canada Employment Centre/Manpower office	1	— — 15-16
through the college	2	
a friend	3	— — 17-18
a business associate	4	
newspaper ad	5	— — 19-20
other advertising	6	
other (specify)	_____	
Don't remember	8	

Before contacting OCAP, had you ever hired a young unemployed person
 (i.e. 24 or under)?

Yes	1	
No	2	— 21
Don't know	8	

Before contacting OCAP, had you participated in any other government
 employment/training programs?

Yes	1	GO TO Q.4	
No	2	GO TO Q.6	— 22
Don't know	8		

In which of the following programs did you participate? (READ LIST)

	YES	NO	Don't Know	
Ontario Youth Employment Program (OYEP)	1	2	8	___ 23
Canada Manpower Training Program (CMTF)	1	2	8	___ 24
Canada Manpower Industrial Training Program (CMITP)	1	2	8	___ 25
Critical Trade Skills Training (CTST)/ Employer Sponsored Training (EST)	1	2	8	___ 26
Training in Business and Industry (TIBI)	1	2	8	___ 27
Employer Tax Credit Program (ETCP)	1	2	8	___ 28
Job Experience Training (JET)	1	2	8	___ 29
Other (specify) _____				___ 30
				___ 31

IF YES CIRCLED TO ANY OF THESE GO TO Q.5, OTHERWISE SKIP TO Q.6

How would you compare OCAP to these other programs? Anywhere else?
(PROBE)

_____ 32-33
 _____ 34-35
 _____ 36-37

Why did you apply to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS).
Any other reason? (PROBE)

felt we could offer meaningful training 1 ___ 38-39
 needed help but couldn't afford starting wage 2
 felt it would enable me to recruit competent,
 productive help 3 ___ 40-41
 helping to solve the unemployment problem 4
 convinced by recruiter 5 ___ 42-43
 associates/friends recommended it 6
 other (specify) _____

In what type of business or industry is this organization?

_____ 44-45

At the time of your OCAP application, how many full-time employees were
working for this organization?

_____ 46-48

SKIP Q.9 IF ORGANIZATION IS NOT A BUSINESS

9. Approximately what were this company's 1980 gross sales?

\$ _____

49-52

FOR THE FOLLOWING QUESTIONS, IF YOU HAVE TRAINED MORE THAN ONE OCAPER PLEASE CONFINE YOUR ANSWERS ONLY TO THE YOUNG PERSON WHO FINISHED HIS/HER TRAINING CLOSEST TO MAY 1980. ALSO, IF YOU TRAINED TWO OCAPER'S AT THE SAME TIME, CONFINE YOUR ANSWERS TO ONE OR THE OTHER BUT NOT BOTH.

10. From the time you first approached OCAP, how long did it take to fill your training position?

_____ weeks

53-54

11. Do you feel this process took ...

too much time	1
about the right amount of time	2

55

12. How actively did you participate in the selection of your trainee? Would you say ... (READ LIST)

not at all	1
not very actively	2
fairly actively	4
very actively	5

56

DO NOT READ — [neither actively
not inactively 3
don't know 8

13. How many applicants were interviewed for your position?

_____ applicants

57-58

14. How well do you think the OCAP coordinator prescreened the applicant(s) you interviewed? Would you say ... (READ LIST)

very poorly	1
fairly poorly	2
fairly well	4
very well	5

59

DO NOT READ — [no strong feeling 3
don't know 8

What were some of your reasons for selecting the applicant you hired?
(DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

good personal appearance	1	___ 60-61
good communication skills	2	
good personality	3	
good motivation	4	___ 62-63
compatibility of occupational preference	5	
appropriate job skills	6	
appropriate schooling	7	___ 64-65
relevant work experience	8	
age	9	
other (please specify)	_____	
don't remember	88	

Did your trainee improve his/her job skills while on OCAP? Would you say ... (READ LIST)

not at all	1	
not very much	2	___ 66
somewhat	4	
very much	5	
DO NOT READ	no strong feeling	3
	don't know	8

Did your trainee improve his/her work habits while on OCAP? Would you say ... (READ LIST)

not at all	1	
not very much	2	
somewhat	4	___ 67
very much	5	
DO NOT READ	no strong feeling	3
	don't know	8

Do you feel that the training you provided has helped/will help your trainee find a full-time job? Would you say ... (READ LIST)

not at all	1	
not very much	2	
somewhat	4	___ 68
very much	5	
DO NOT READ	no strong feeling	3
	don't know	8

. Do you think your trainee will pursue a career in the occupation in which you trained him/her? Would you say it is ...(READ LIST)

very unlikely 1
fairly unlikely 2
fairly likely 4
very likely 5

___ 69

DO NOT READ — [no strong feeling 3
don't know 8

. For how long did you have your OCAP trainee?

_____ weeks

___ 70-71

. In what type of job was he/she trained?

___ 72-73

. Was the length of his/her training period long enough to prepare him/her properly for a full-time job?

Yes 1 — GO TO Q.24
No 2 — GO TO Q.23
Don't know 8 — GO TO Q.24

___ 74

. For this type of training position what would be an appropriate length of training period?

_____ weeks

___ 75-76

. On average, about how many hours of training and supervision were you able to provide your trainee each week?

_____ hours per week

___ 77-78

. What difficulties did you have training your trainee? Anything else? (PROBE)

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2 8

___ 9-10

___ 11-12

___ 13-14

. Did you hire your OCAP trainee on a full-time basis after his/her training period ended?

Yes 1 — GO TO Q.27
No 2 — GO TO Q.28

___ 15

How much did you pay him/her each week immediately after OCAP?

\$ _____ per week

16-18

How many young people have you trained through the OCAP program?

19-20

How likely would you be to train another OCAPer? Would you say ...
(READ LIST)

very unlikely 1
fairly unlikely 2
fairly likely 4
very likely 5

21

DO NOT READ _____ [no strong feeling 3
don't know 8

How did you feel about the amount of paperwork you were asked to
complete for OCAP? Anything else? (PROBE)

22-23

24-25

26-27

Were you satisfied with the assistance provided by the OCAP coordinator?

Yes 1 — GO TO Q.33
No 2 — GO TO Q.32

28

Why not? Any other reason? (PROBE)

29-30

31-32

33-34

Have you or your organization benefited in any way from the training
experience?

Yes 1 — GO TO Q.34
No 2 — GO TO Q.35
Don't know 8

35

In whay way? (DO NOT READ LIST - CIRCLE ALL MENTIONS) Anything else?
(PROBE)

better understanding of human		
resources management	1	___ 36-37
better understanding of directing		
training programs	2	___ 38-39
better understanding of measuring		
performance	3	___ 40-41
better understanding of motivating		
employees	4	
contributed to growth of organization	5	
contributed to productivity of		
organization	6	
other (please specify)		

Has your involvement with OCAP changed your willingness to hire young
unemployed people in general?

Yes	1	___ GO TO Q.36	___ 42
No	2	___ GO TO Q.37	
Don't know	8		

In what way? Any other way? (PROBE)

_____	___ 43-44
_____	___ 45-46
_____	___ 47-48

Do you have any suggestions for improving the OCAP program? Anything
else? (PROBE)

_____	___ 49-50
_____	___ 51-52
_____	___ 53-54

THANK AND TERMINATE

OCAP "EMPLOYER EXIT" QUESTIONNAIRE

FOR OFFICE USE ONLY

Project No.	8101901	1-7
Quest. No.	— — — —	8-11
City Code	— — — —	12-13
Card No.	— <u>1</u> —	14

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How did you first hear about OCAP? (DO NOT READ LIST - CIRCLE ALL
 MENTIONS). Anywhere else? (PROBE)

Canada Employment Centre/Manpower office	1	— — 15-16
through the college	2	
a friend	3	— — 17-18
a business associate	4	
newspaper ad	5	— — 19-20
other advertising	6	
other (specify)	_____	
Don't remember	8	

Before contacting OCAP, had you ever hired a young unemployed person
 (i.e. 24 or under)?

Yes	1	
No	2	— 21
Don't know	8	

Before contacting OCAP, had you participated in any other government
 employment/training programs?

Yes	1	— GO TO Q.4	
No	2	— GO TO Q.6	— 22
Don't know	8		

In which of the following programs did you participate? (READ LIST)

	YES	NO	Don't Know	
Ontario Youth Employment Program (OYEP)	1	2	8	___ 23
Canada Manpower Training Program (CMTP)	1	2	8	___ 24
Canada Manpower Industrial Training Program (CMITP)	1	2	8	___ 25
Critical Trade Skills Training (CTST)/Employer				
Sponsored Training (EST)	1	2	8	___ 26
Training in Business and Industry (TIBI)	1	2	8	___ 27
Employer Tax Credit Program (ETCP)	1	2	8	___ 28
Job Experience Training (JET)	1	2	8	___ 29
Other (specify)				___ 30
				___ 31

IF YES CIRCLED TO ANY OF THESE GO TO Q.5, OTHERWISE SKIP TO Q.6

How would you compare OCAP to these other programs? Anything else?
(PROBE)

_____ 32-33
 _____ 34-35
 _____ 36-37

Why did you apply to OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS).
Any other reason? (PROBE)

felt we could offer meaningful training 1 ___ 38-39
 needed help but couldn't afford starting wage 2
 felt it would enable me to recruit competent,
 productive help 3 ___ 40-41
 helping to solve the unemployment problem 4
 convinced by recruiter 5 ___ 42-43
 associates/friends recommended it 6
 other (specify) _____

In what type of business or industry is this organization?

_____ 44-45

At the time of your OCAP application, how many full-time employees were working for this organization?

_____ 46-48

SKIP Q.9 IF THIS ORGANIZATION IS NOT A BUSINESS.

Approximately what were this company's 1980 gross sales?

\$ _____

49-52

Why didn't you participate in OCAP? (DO NOT READ LIST - CIRCLE ALL MENTIONS). Any other reason? (PROBE)

OCAP didn't refer anyone	1	53-54
position filled by full-time employee	2	
did not like quality of applicants	3	55-56
lack of interest	4	
too busy/never got around to it	5	57-58
bad experience with another employment program	6	
bad experience with a previous OCAP trainee	7	
other (please specify)	_____	8101901 1-7
	_____	2 8

How likely would you be to participate in the OCAP program in the future? Would you say ... (READ LIST)

very unlikely	1	
fairly unlikely	2	21
fairly likely	4	
very likely	5	

DO NOT READ ☐ no strong feeling 3
☐ don't know 8

Were you satisfied with the assistance provided by the OCAP coordinator?

Yes	1	GO TO Q.14	28
No	2	GO TO Q.13	

Why not? Any other reason? (PROBE)

_____	29-30
_____	31-32
_____	33-34

Has your involvement with OCAP changed your willingness to hire young unemployed people in general?

- Yes

1

GO TO Q.15
- No

2

GO TO Q.16
- Don't know

8

42

Why? Any other reason? (PROBE)

43-44
45-46
47-48

Do you have any suggestions for improving the OCAP program? Anything else? (PROBE)

49-50
51-52
53-54

THANK AND TERMINATE

5 55

